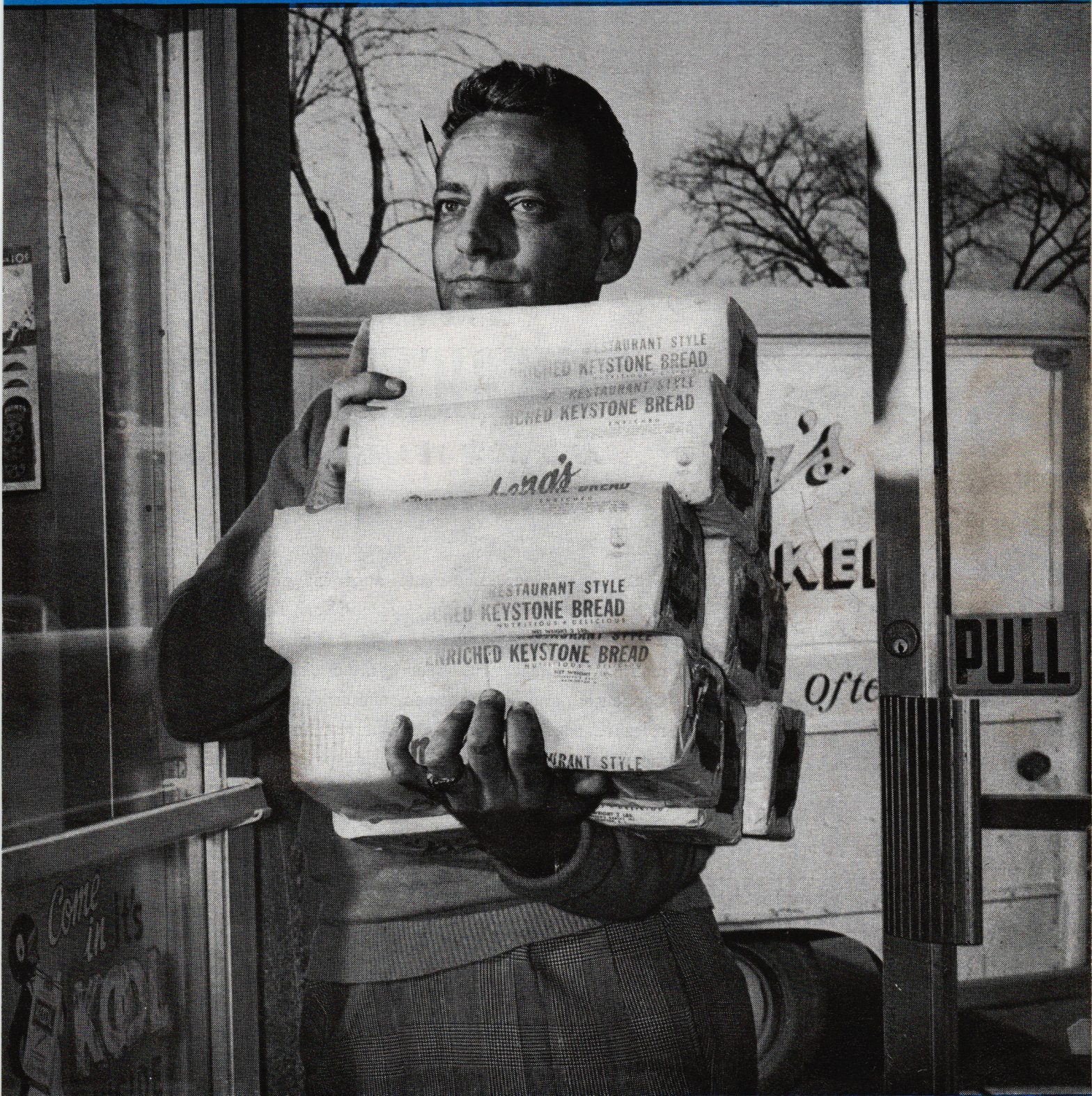


FEBRUARY 1960



FIRST AREA-WIDE BAKERY AGREEMENT WON

Coming Next Month . . .



Something **NEW**
for **YOU!**

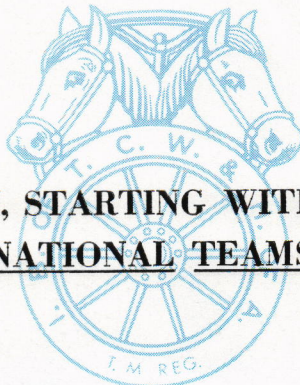
A NEW SERIES ON
AMERICA'S CITIES
AND HOW TEAMSTERS UNIONS
SERVE THEM

Gratified by the enthusiastic approval given our series on states and territories, *The International Teamster* will begin a new report on the nation's great cities on this page next month. Teamsters who serve these cities will be featured. Condensed and factual information on the cities' histories, roles in transport, places of interest and their outlooks for the future will be carried on this page each month. Look for this feature in March!

**Save A Complete
Set of . . .**

AMERICA'S CITIES

**...IN THIS SPACE EACH MONTH, STARTING WITH
THE NEXT ISSUE OF THE INTERNATIONAL TEAMSTER**



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

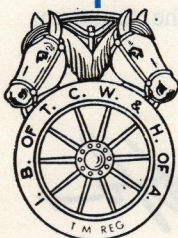
Vol. 57, No. 2

CONTENTS

February, 1960

First Area Bakery Contract Won.....	3
Area Agreements—What They Mean to Teamsters.....	4
'Best First Contract in Grocery'.....	7
Monitor Report to the Membership.....	10
Compulsory Arbitration.....	13
Rural Electrification Marks 25th Birthday.....	15
Hoffa's Air Travel Sometimes Hectic.....	18
Let's Stop Talking About Highway Hypnosis!.....	22
Annual Financial Report.....	28

17 COUNCIL 17



POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)

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Message from the General President

A Valid Right

SOME 56 Congressmen made a phony attempt to cover-up their anti-labor voting records last month by painting a false picture of themselves as innocent victims of a "political purge" by the International Brotherhood of Teamsters.

Two of Congress' most anti-labor members organized the club of the 56 Congressmen. They are obviously worried about their class-warfare voting records. The two Congressmen are William Ayres of Ohio and Carroll Kearns of Pennsylvania.

Last summer, when the Kennedy-Landrum-Griffin bill was before Congress, they fell all over themselves to do the bidding of labor-hating U. S. Chamber of Commerce and National Association of Manufacturers.

Today, they are fawning all over members of labor unions, hopefully seeking to secure organized labor's vote for reelection. Next year they will go back to their traditional anti-labor voting habits.

Ayres and Kearns, under false pretenses, are trying to use the Teamsters Union as a rallying point to solicit funds for distribution to the 50-odd Congressmen in their reelection bids. They dishonestly contend that the Teamsters Union has marked all of these men for political reprisal, supposedly quoting the November issue of the *International Teamster* magazine.

We were quoted in that issue of the magazine, and repeat, as follows:

"Our immediate (political) objective will be comparatively modest—to elect pro-labor candidates in certain districts where the incumbent won by a narrow margin in 1958, and where the present office-holder proved by his voting record on the Kennedy-Landrum-Griffin bill that he despises the working man and hates the unions which have made it possible for him to have an ever-improving standard of living."

We also said: "This program will never dictate to the rank-and-file Teamster in terms of voting for this individual or that, or this political party or that one. But we will put the facts on the table, and we will try to make it possible for our members to make informed decisions on political issues and candidates."

In a separate story, the *Teamster* published a map indicating the Congressional districts throughout the nation where the Congressman won with less than 5% of the majority votes, and also voted for the punitive, repressive Kennedy-Landrum-Griffin bill. No names were mentioned.

Ayres and Kearns alone were singled out because of



the unique population character of their districts, which are dominated by members of organized labor, and because of terrible anti-labor voting records of these two men.

What we actually said was that "in the majority of these marginal districts, organized labor, voting independent of party labels, but rather on how the candidate stands on issues affecting organized labor, can be the determining factor." This certainly falls short of the "purge list" described in typical distortion by the anti-labor press.

As a trade unionist, however, I would never vote to reelect a member of Congress who voted for the Kennedy-Landrum-Griffin act. Moreover, I have suggested to Teamster families all over America that they use the same yardstick when they go to the polls this fall.

We plan to place the voting records of the Ayres-Kearns type of Congressman in the hands of their constituents so that they themselves can make an intelligent voting decision on the facts.

I have said and I will repeat that unions will be destroyed or severely damaged unless political action becomes as normal to the conduct of our affairs as collective bargaining.

The right of unions to protect the interests of their members through political action is as valid as those extended to every segment of our free society.

Yet only this past month Senator Strom Thurmond, a Democrat from South Carolina, attempted in an amendment submitted to the Senate, to prevent members of labor unions from participating in political activities.

It is because of irresponsible activity such as Thurmond's that we must not support one political party at the expense of the other. We have learned through the bitter experience of the Kennedy-Landrum-Griffin bill that it must be the individual we support—not the party. And our support should be given to those individuals who understand the problems of the American worker.

A large, stylized handwritten signature in dark ink, which appears to read "J. R. Hoffa". The signature is written in a cursive, flowing style with a prominent loop at the end.

IN NEW ENGLAND STATES

FIRST AREA BAKERY CONTRACT WON



THE union's first area-wide contract in the bakery industry was won recently in the New England states, Eastern Conference Chairman Thomas E. Flynn announced last month.

The negotiations involved 13 Teamster locals, representing about 4,000 bakery driver-salesmen, and virtually all bakeries under contract to the Teamsters in the six northeastern states. It was the first time all these locals had negotiated as a single unit.

According to Flynn, who is also an International Vice President, "the result of these negotiations is the highest total package ever negotiated by these same local unions since they negotiated their first bakery sales-driver contract in 1937."

The only previous multi-unit bargaining in the bakery industry was in the Central Conference, where the first company-wide contract was won with Omar Baking Co. in 1956. A multi-city contract in the biscuit industry has also been won in the Southern Conference.

The three-year contract in New England gained substantial increases in wages and fringe benefits for employees of firms in the Federation of New England Bakery Employers.

Co-chairmen of the union negotiating committee were Joseph P. Cleary, secretary-treasurer of Local 145 in Bridgeport, Conn., and Timothy Collins, secretary-treasurer of Local 677 in Waterbury, Conn.

The contract covers the following companies in the six New England states who are members of the employers' federation: General Baking, Ward, Continental, Celec, Reymond, Newton-Robertson, Nissen, Guisti, Genest, Cote, Drake, Table Talk Pie, Gorman's and Kasanof's Model bakery companies.

Other wholesale and retail bakeries, not members of the Federation, have agreed to the same or similar agreements with local unions in their respective areas.

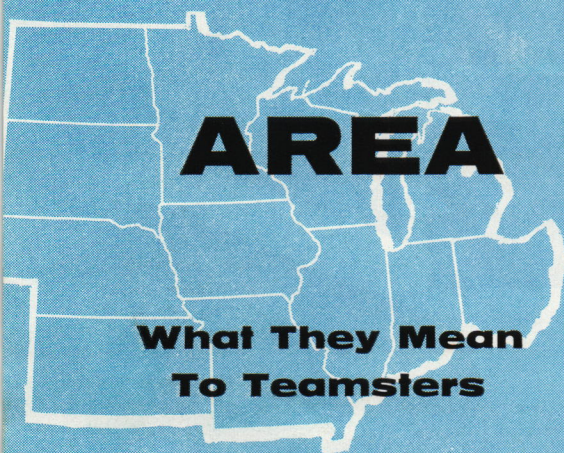
Teamster local unions involved in the negotiations were: 42, Lynn, Mass.; 64, Providence, R.I.; 145, Bridgeport, Conn.; 170, Worcester, Mass.; 340, Portland, Me.; 404, Springfield, Mass.; 443, New Haven, Conn.; 493, New London, Conn.; 494, Boston; 559, Hartford Conn.; 653, Brockton, Mass.; 677, Waterbury, Conn.; and 686, Lawrence, Mass.

Union negotiators included Richard Hunt and Joseph O'Brien, Local 42; Paul Hanoian, Local 64; Joseph Cleary, John Henue and Frank Regnari, Local 145; Oscar Johnson and Anthony Carlo, Local 170; Joseph O'Connor, Local 404; Hartley Martin, Local 443; Edward Rice and Arthur Robarge, Local 493; Thomas Carroll

and Edward Trainor, Local 494; Edward Kaminsky and Peter Rossano, Local 559; Henry Gross, Local 653; Timothy Collins, Local 667; Emmett Cudahy and Amedee Contois, Local 686; and John P. Hartigan, bakery division chairman for the Eastern Conference.

In addition to substantial increases in base pay, weekly guarantees or commissions, and hourly rates for the various classifications, the three-year contract also provides for sizable increases in health and welfare and pension contributions, improvements in the "route split" language, checkoff of union dues and initiation fees, and improvements in the layoff and recall clause, plus other benefits.





AREA

**What They Mean
To Teamsters**

AREA agreements—such as the newly-won New England bakery contract—are major pillars in the modern Teamster collective bargaining structure.

In economic terms, area-wide agreements protect good-wage centers from low-cost operations in outlying areas, and stabilize the industry on sound competitive principles.

In trade union terms, these agreements enable Teamster membership to achieve equal wages for equal work done, and enable smaller general local unions to achieve higher wages and better conditions that might otherwise be impossible.

Consolidated master agreements had their beginning many years ago on a city-wide basis, when local unions negotiated with an industry association in their city to achieve uniform conditions. Later, the formation of the CIO in the mid-30's saw

In the process of eliminating differentials, the cartage contract won wage increases as high as \$1.29 per hour over a 30-month period, reduced hours in some cases from 60 to 40, secured overtime after eight hours instead of 12, secured health and welfare coverage in cases where there had been none, and instituted an area-wide pension program.

By 1958, a master freight agreement had been reached covering the 11 Western states, and a New England freight agreement covered the six northeastern states. By 1961, when freight contracts expire again, President Hoffa has announced that the union will seek national uniformity in the freight-hauling industry.

An area agreement might cover only one company and its multi-plant operations which involve several local unions. Or it might cover an entire

AGREEMENTS

the beginnings of company-wide bargaining.

In the Teamsters Union, the beginnings of today's national Truckaway and Driveaway (or Car Hauler) agreements took place as early as 1935. And on August 23, 1938, a major achievement took place with the signing of the 12-state over-the-road contract for the motor freight industry, negotiated by the Central States Drivers Council, as a natural outgrowth of the interstate nature of over-the-road trucking operations.

In 1940, James R. Hoffa was named negotiating chairman for the Central States Drivers Council, and the 12-state contract was refined and improved through the 1940's and early '50's. The experience gained in administering this contract led to the big breakthrough—and the most spectacular—in area-wide negotiations.

In 1955, Hoffa negotiated a master contract for the first time covering local cartage (or intra-city pickup and delivery) operations in 13 midwestern states. Within a short time, both the road and the cartage agreements had been extended to the southern area as well, covering a 25-state territory.

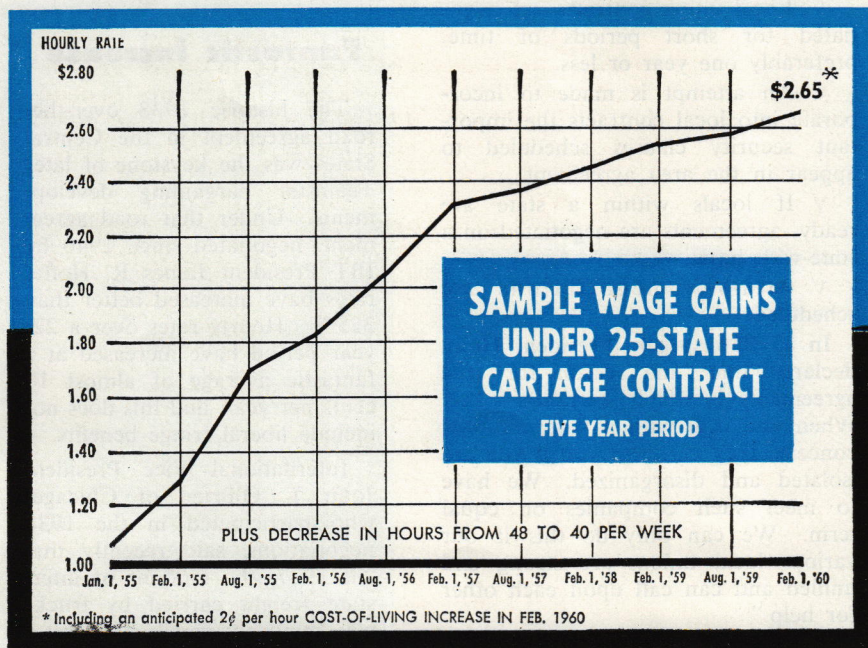
One tremendous result of this achievement was the elimination of the North-South wage differential in trucking and the establishment of uniform conditions in the freight industry in the entire 25-state area.

industry across several states and involve many local unions. The area agreement program in recent years has been expanded beyond the freight jurisdiction:

1) In bakery, the recent New England agreement was preceded by the company-wide agreement with Omar Baking Co. in 1956. And in 1957, a master agreement with three major biscuit companies—National, Sunshine, and a division of United—brought uniform conditions to 10 Southern cities.

2) In warehousing, the big company-wide contract with Montgomery-Ward was signed in 1955, as was the company-wide contract with Englander Mattress Co. A uniform area-wide contract also covers warehouse employees of Safeway Stores in the Southern states, and the national warehouse division is working toward common expiration dates in its entire jurisdiction.

3) In the dairy jurisdiction, company-wide contracts were negotiated in 1956 with Fairmont Foods and with Beatrice Foods. An area-wide agreement covers milk tank drivers in six Eastern states and the District of Columbia. Two of the four major national firms in the milk processing and manufacturing field are now covered by Central Conference area agreements—Carnation and Borden. Workers in milk receiving and manufacturing plants in five East-



The above chart represents the actual wage gains of a Missouri cartage driver who earned \$1.05 per hour for a 48-hour week prior to the negotiation of the 25-state Central and Southern cartage agreement February 1, 1955.

As the chart shows, elimination of urban-rural wage differential meant a total increase of \$1.60 per hour over a five-year period, plus a decrease in hours from 48 to 40. Actual negotiated wage increases amounted to \$1.43 per hour, while cost-of-living increments added an additional 17 cents per hour.

Cartage drivers throughout the 25-state area are now at the \$2.65 per hour rate, including cost-of-living increments (the contract rate calls for \$2.58 per hour). Thousands of drivers, mostly in South and rural areas, began five years ago with rates as low as, or only slightly higher than, the \$1.05 rate this driver received.

Contracts such as this, negotiated by James R. Hoffa, easily explain the motives behind perennial "get-Hoffa" drives by big business and its political stooges.

ern states are also covered by an area agreement.

4) In the laundry jurisdiction, a company-wide contract for drivers of National Linen Co. in the South in 1956 brought uniform conditions to 10 Southern cities.

5) In carhauling, national truckaway and driveway contracts have been in existence for years.

6) In petroleum, drivers for the Tidewater Associated Oil Co. in the Western states are covered by a master contract. Major efforts are also underway in the Central states to secure area agreements in the "for hire" tank truck industry, the major petroleum field, and the compressed gas industry.

7) In the meat driver jurisdiction, area-agreements exist with Armour and Co., covering meat road drivers in the Central and Southern states.

The development of area-wide or company-wide contracts is rooted in

the changing economic structure of the United States. While area agreements would not be possible in every industry within Teamster jurisdiction, where they are applicable they help to meet these problems:

What Area Agreements Mean To The Membership

- Wage differentials within a company, industry, or area are reduced or eliminated.
- The overall security of the union and its members is improved, thus securing better representation.
- The bargaining power of the members is increased, thus boosting possible economic gains.
- Workers are brought into closer cooperation in the same or related industries, to the help and benefit of each other.
- Management's operations are stabilized insofar as wage rates and working conditions are concerned.
- Pooled pension and welfare funds mean economies of operation, and hence increased benefits.

• Consolidation or mergers within an industry.

• The necessity of smaller local unions dealing with large, multi-city operations.

• The danger of companies moving from high-wage centers to low-wage centers with loss of jobs, security and benefits for the members affected.

• The difficulty of small local unions bargaining with large, powerful industry.

In addition, such agreements help solve the problem of hourly wage rate differentials between north and south, as seen, and between urban and rural areas.

This is a complex problem that has haunted organized labor since its birth. Many excuses have been manufactured by business interests for this form of economic discrimination. The prevailing argument is that it costs less to live in one area than it does in another. This argument has no foundation in economic fact. Yet it is widely accepted, and many unions have accepted it to the detriment of large segments of their working members.

The Teamsters Union has been an outstanding exponent of hourly wage rate equalization between areas of the country, and between rural and urban sections. It has vigorously rejected the economic notion that in our modern industrial society an individual and his family can live cheaper in one place than in another. Teamster attitude is based upon the fact that mass transportation, changing methods of distribution, and

mass consumer habits have leveled the whole country to a single standard of need.

The achievement of area agreements symbolizes the highest level of trade union cooperation. For example, the single-shop contract requires a pooling of efforts of people who work for a single company on a single location. Confidence must be placed in a committee of negotiators who in turn consult the people in the bargaining unit. The price of mistrust is a poor contract or no contract.

A local master industry agreement calls for further pooling of effort and trust. The local industry agreement covers people who work for a number of different companies in a number of different locations within the same city or local union territory.

The area agreement represents an even broader pooling of effort and trust. As the individual worker delegates his authority to the local union negotiator, so the local unit of the company or industry delegates its authority to the area negotiators.

Of course, the entire process depends upon ratification by the rank-and-file members concerned, and upon the principle that majority rule prevails.

In obtaining area agreements, the steps listed below are ordinarily followed:

✓ Meetings of local union representatives are held to outline a campaign for an area-wide agreement.

✓ Uniform expiration dates are negotiated in local contracts, or clauses are inserted binding employers to future area negotiations.

✓ Local union contracts are negotiated for short periods of time, preferably one year or less.

✓ An attempt is made to incorporate into local contracts the important security clauses scheduled to appear in the area agreement.

✓ If locals within a state are ready, agreements are negotiated on a state-wide basis.

✓ Area-wide negotiations are scheduled.

In a 1956 speech, President Hoffa declared that "the reason for area agreements is simply common sense. When you deal with a large national concern, they can beat you if you are isolated and disorganized. We have to meet such companies on equal term. We can only do this if our various local unions are strong and unified and can call upon each other for help."

According to President Hoffa, "teamwork and cooperation in the establishment of uniform conditions and improvements is an obvious step toward the building of a better and stronger International Union.

"The problems of the small, general local cannot be ignored by the larger, more powerful local unions, nor by the International. Similarly, the resources and strength of the International Union can be used to advantage by all local unions, large or small, powerful or weak.

"By utilizing our full resources, area-wide agreements, where feasible, can become the means to better contracts and better conditions for our members."

Fantastic Increase

The historic 1938 over-the-road agreement in the Central States was the keystone of later Teamster bargaining developments. Under that road agreement, negotiated since 1940 by IBT President James R. Hoffa, rates have increased better than 325%. Hourly rates over a 22-year period have increased at a fantastic average of almost 10 cents per year, and this does not include liberal fringe benefits.

International Vice President John T. O'Brien of Chicago, who participated in the 1938 negotiations, said recently that "in 1937, the amount of interstate freight carried by trucks was relatively small. The rates of pay for organized drivers were in many instances as low as 35 cents per hour.

"The first Central States Area Agreement was obtained in a time of great conflict, but it was achieved and developed by virtue of aggressive action.

"Twenty years ago, the road driver was considered an unskilled tramp. Today, he is considered a gentleman, a skilled craftsman, a brave and welcome helper to highway travelers. And he makes a very comfortable living—some as much as \$20,000 per year."

PROGRAM OF WAGE EQUALIZATION IN CARNATION AGREEMENT

	1st Year	2nd Year	3rd Year	4th Year	5th Year	Total "Gap" Adjust- ment	Total Across Board Adjust- ment (a)	Total Adjust- ments All Sources (b)
Oconomowoc, Wisc.	---	---	---	---	---	---	.28	0.28
Richland Center, Wisc.	.015	.015	.015	.015	.01	.07	.28	0.35
Chilton, Wisc.	.015	.015	.015	.015	.01	.07	.28	0.35
Oregon, Ill.	.01	.02	.02	.02	---	.07	.28	0.35
Sparta, Michigan	.02	.02	.02	.02	.03	.11	.28	0.39
Mt. Vernon, Mo.	.04	.04	.04	.04	.03	.19	.28	0.47
Campbellsville, Ky.	.06	.06	.06	.06	.07	.31	.28	0.59
Waverly, Iowa	.06	.065	.07	.07	.07	.335	.28	0.615
Northfield, Minn.	.11	.12	.12	.125	---	.475	.22(c)	0.695

(a) Across the board adjustments for first three years of contract. Wage re-opening provided after third year.

(b) Excludes across the board adjustments to be negotiated after third year of contract.

(c) Northfield contract does not expire until April, 1960. An across the board increase of 13 cents was provided under the local agreement in April of 1959.



'Best First Contract in Grocery'

Increases As High As \$1.41

Huge Gains in New Dallas Contract

WAGE increases soaring as high as \$1.41 per hour over a four-year period were won last month by Local 745 in Dallas, Tex., as a tremendous climax to a year-long organizing campaign at Wyatt Food Stores, a subsidiary of the Kroger Co.

Sam Baron, field director for the National Warehouse Division, said "this super-contract is a magnificent achievement brought about by the long-standing program of the Southern Conference to organize grocery chains in the South, eliminate wage inequalities, and achieve contract uniformity." International Vice President Murray W. Miller, conference chairman, has led the drive.

The story of the difficult organizing campaign at Wyatt Stores, and its culmination in such enormous wage gains, was related last month by W. L. Piland, secretary-treasurer of Local 745, at a meeting of the executive committee of the National Warehouse Division in Los Angeles. Piland and Local 745 Representative John Roseboro engaged actively in the negotiations.

The four-year contract, expiring January 22, 1964, will bring drivers from old rates ranging as low as \$1.10 per hour to a uniform \$2.51 per hour in 1964.

It will also bring warehousemen from rates as low as \$1.10 per hour to \$2.26 per hour, and checkers from rates as low as \$1.60 per hour to \$2.40 per hour.

The organizing campaign at Wyatt, which employs some 150 people, began in early 1959. Baron reported that "the campaign was a particularly vicious one, which included all of the smear literature which could be used in an effort to defeat our campaign."

Local 745 filed for an election in May, 1959, and the company resorted to every possible device to prevent an election. A hearing was held, compiling 140 pages of testimony. The election was finally held September 15, 1959, and the Teamsters Union won by a vote of 70 to 46.

Negotiations for a first contract were as difficult as the election had been, but finally resulted in success.

International Vice President Harold

J. Gibbons, national director of the Warehouse Division, described it as "the best first contract we have ever won in the grocery industry."

Under terms of the contract, wage inequalities for drivers were eliminated by immediate increases ranging from 25 cents to 90 cents per hour. Additional hourly rate increases amounting to 51 cents will be spread over the final three years of the contract.

Inequalities in the rates for checkers, order fillers and fork lift operators, and general warehousemen and porters, were eliminated by immediate increases, respectively, of from 10 to 40 cents, 25 to 45 cents, and 30 to 70 cents per hour. Additional hourly rate increases amounting to 40 to 46 cents per hour will be spread over the next three years.

Other major gains include reduction in hours (for drivers, from 55 to 60 hours down to 43), premium pay of time and one-half for overtime and sixth-day work, double-time for seventh-day work, night shift premium for warehousemen, guaranteed work

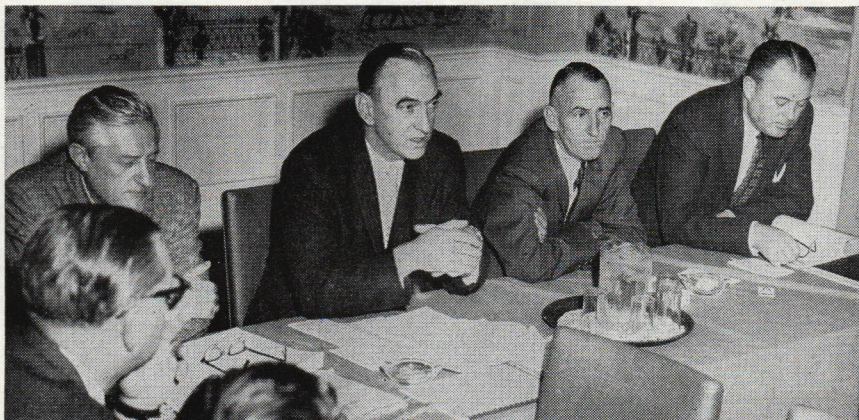
week, third week of vacation after 12 years, an additional paid holiday, and standard warehouse contract security clauses.

The Warehouse Division executive committee meeting also gave thorough study to a long-standing strike with Grinnell Corp., a plumbing supplier, which has been in existence in Billings, Mont., since September, 1958, and an imminent strike in Atlanta, Ga. Purpose of the discussion was to devise means of lending aid to the settlement of that dispute.

Gibbons told the meeting that "the great victory in Dallas should point out the seriousness of implementing our long-standing policy of seeking common expiration dates, uniform agreements, and the elimination of wage inequalities within the units of a corporation."

Baron reported that steady progress was being made in the Sears Roebuck organizing campaign and that the Sears organizing staff had been enlarged in Boston, New York, Philadelphia, Chicago, Minneapolis, Memphis, Atlanta, Dallas, and Los Angeles.

He reminded the conference that "it took us four years to land Montgomery Ward, and we can't expect miracles at Sears. But steady hard work and constant attention to the Sears campaign will bring us victory there, too."



Warehouse executive committee meeting (from the left, above): Sam Baron, Vice President Harold Gibbons, Joseph Dillon, Vice President George Mock. Shown below are some of the Warehouse Division delegates at Los Angeles.



AFL-CIO Protests Reporting Requirements Under New Law

The AFL-CIO, whose "sweetness and light" legislative program for 1960 omitted any efforts to dent the vicious Kennedy-Landrum-Griffin Bill (see story on page 6), last month opened the other side of its mouth and vigorously protested some reporting provisions of the bill.

While George Meany and others were trying to pretend that Senator Kennedy had done labor no harm, his legal counsel was submitting a 13-page protest to the Department of Labor over the department's reporting instructions. The instructions, said counsel J. Albert Woll and others, would mean a "heavy clerical burden" and an "enormous amount of clerical work."

IBT Warning

The Teamsters Union had warned consistently that, while it had no ob-

jection to the principles of reporting procedures, the wording of this and other provisions in the Kennedy-Landrum-Griffin Bill was so loose and ambiguous that it threatened severe hardships on organized labor, particularly smaller unions. The AFL-CIO pooh-pooed this and other objections in failing to take a strong stand against the bill.

However, following issuance by the Department of Labor of instructions for filing union financial reports, the AFL-CIO legal department strongly listed its objections.

Pointing out that the instructions call for unions to list expenses "for goods or services or other things of value furnished" to officers or employees "but paid directly by the reporting organization," the AFL-CIO legal staff complains as follows:

"This language could cover even

such expenses as for office stationery, or ink, or stamps. It could even require that the postage costs for letters mailed through the office mail meter be broken down and attributed to and listed for individual officers and employees."

Ambiguous

The memo points out that "the instructions as drafted do not undertake to draw any line as to what non-reimbursed expenses are to be listed and what are not . . . Even secretarial help supplied by a union to an officer or employee would have to be listed . . .

"Reporting organizations would thus be burdened not only with an enormous amount of clerical work but with endeavoring to figure out what sorts of non-reimbursed expenses they were meant to list and what sorts they were not meant to list."

OCAW 'Contract' Viewed As Management Victory

After 192 days, striking oil workers at the Texas City Oil Refinery, a subsidiary of Standard Oil, went back to work last month under poorer conditions than they previously had.

The final settlement which concluded the Oil, Chemical and Atomic Workers Union 192-day strike at the Texas City refinery failed to include the workers' demands for a voice in writing job description sheets and making job assignments.

The infamous "management's rights" clause, which gives the big oil company complete authority over the economic welfare of the Texas workers, remains intact in the new agreement. The modification of the work classification provision strengthens rather than modifies management's prerogative to arbitrarily reclassify employees.

What this provision amounts to is

that it allows management to assign the workers to other work outside of their classifications at an equal or lower wage. The clause also permits management to assign any worker temporarily to any job in any classification, making possible greater job consolidation.

The OCAW is still confronted with a strike situation at Sugar Creek where no progress has been reported. OCAW negotiations at the Sugar Creek refinery have been in a state of impasse for six months.

Esso oil workers at Bayway in Elizabeth, N. J., will cast their ballot in an NLRB representation election on February 25. The Teamsters Union is conducting an extensive organizing drive in this area aimed at bringing the benefits of a Teamster contract to some 2000 wage and salary workers at Bayway.

AFL-CIO Fails To Ask Labor Act Changes

As labor unions—AFL-CIO and independent—began to shudder under the impact of the union-busting Kennedy-Landrum-Griffin Law, George Meany and Co. last month held a big "legislative conference" which added up to zero in terms of trying to modify the law.

In effect, AFL-CIO politicians were faced with a horrible choice:

a) Denounce the bill and call for changes (and thus contradict the position they took at the time the bill was passed); or b) whitewash the bill as "the best we could get" (and thus help pay off a political debt to Senator Kennedy).

They chose the latter course.

Ignoring Kennedy's own admission before the recent UAW convention that the bill contains "many unfair and unsound and one-sided provisions" (and Senator Morse's charge that "had Kennedy at any time opposed bringing this language back to the Senate in the form of a conference report, it would not now be law"), George Meany issued a statement defending Kennedy for "working tirelessly to get rid of some of the more obvious injustices."

(At the same time, the AFL-CIO

sanctioned distribution to the delegates of an anti-Morse, pro-Kennedy article by labor writer John Herling, which as usual parroted the Meany-Reuther line.)

Ignored by the Meany-Reuther group were Kennedy's own words before the Senate as he reported out the law: "I have no apologies at all for the bill we are now bringing before the Senate."

(Senator Stuart Symington, who also voted for the hated labor bill, reportedly referred to it as the Kennedy-Landrum-Griffin Bill in a speech before the legislative conference.)

In the same week, Teamster President James R. Hoffa denounced Kennedy as "a fraud on the American people" in a speech before the Buffalo (N. Y.) Joint Council of Teamsters.

Hoffa said that "Senator Kennedy claims making amendments to the labor law so that labor could live with it. He sacrificed the labor movement for votes."

Referring to the Senator and his little brother, Bobby (one-time counsel to the McClellan Committee), Hoffa said the Kennedys "were born to wealth and have no understanding of labor or the necessity of unions."

Kennedy Labor Bill To Cost Taxpayers

The Kennedy-Landrum-Griffin act is going to cost the nation's taxpayers over \$12 million to establish and operate the huge, czar-like bureaucracy over America's supposedly free trade unions.

President Eisenhower in his fiscal 1961 budget asked Congress last month to appropriate \$8,170,000 for the new Bureau of Labor-Management Reports, plus another \$1,750,000 for the current (1960) fiscal year.

More For NLRB

Additionally, the President asked Congress to increase the National Labor Relations Board's fiscal 1961 appropriations by \$2,670,000 to handle the labor strife created by the Kennedy-Landrum-Griffin act.

Meantime, Secretary of Labor James Mitchell announced that "compliance officers" for the Bureau of Labor-Management Reports have been assigned to 22 cities, and an acting-officer in charge named for each city.

The cities and the officers are as follows:

Atlanta—Herman O. Baker.
Boston—Martin Stern.
Buffalo—Donald H. Williams.
Chicago—Gerald G. Gotsch.
Cleveland—Eino Michelson.
Dallas—Albert M. Hiatt.
Denver—Joseph Kendall.
Detroit—John O. Jackson.
Kansas City—Merle Rider.
Los Angeles—Walter I. M. Brockbank.
Miami, Fla.—Carl E. Crouch.
Minneapolis—Chris L. Pederson.
Nashville—James D. Walpole.
Newark, N. J.—Cullen P. Keogh.
New Orleans—Robert J. Hurtado.
New York—Lawrence T. Davey.
Philadelphia—John B. Flanagan.
Pittsburgh—William B. Kane.
St. Louis—Arno C. Cooper.
San Francisco—Harold M. Terfanský.
Seattle—Willard A. Doyle.
Washington, D. C. — Abraham S. Friedman.

Statement Of The Board Of Monitors To The Membership Of The International Brotherhood Of Teamsters

The Judgment of the United States Court of Appeals for the District of Columbia Circuit, dated July 9, 1959, ordered in part that "the Board of Monitors, in consultation with counsel for the defendants, prepare a summary of previous Recommendations to which consent has been given, or which have been approved by the District Court or the Court of Appeals, together with a statement of the course of the Monitorship which, when approved by the District Court, shall be published in THE INTERNATIONAL TEAMSTER." The following is published in compliance with that Order.

Because of disagreements as to the meaning of the Consent Decree, this question was submitted to the United States District Court for the District of Columbia which issued an interpretation and modification of the Decree, and an Order for compliance with certain recommendations of the Monitors. This Order was appealed to the Court of Appeals, which upheld the validity of the Consent Decree, stated that it imposed substantive obligations on the International and held that the Monitors have the duty to recommend and advise the International with respect to these obligations. If these recommendations are not complied with, the Monitors may then seek enforcement from the District Court, after a full hearing in which the International would participate. The District Court, after such a hearing, may issue orders of compliance which must be obeyed by the International under penalty of contempt, subject to the International's right to appeal and seek stays pending such appeals. The Court further held that Judge Letts has discretion as to when a new convention can be held, subject to the provision that in all events the convention must be called and held within the time specified in the Constitution.

To date the Board of Monitors has issued 58 recommendations to the International Union. Many of these have been complied with by the International and its officers. On a number of others, however, controversy ensued between the Monitors and the International, and these were considered by the Court of Appeals. Discussion of these disputed recommendations follows:

Order of Recommendation No. 4. Based primarily upon hearings before the Senate Select Committee, the Monitors recommended that charges be preferred against Local 107 in Philadelphia and trusteeship proceedings instituted. The Court upheld the validity of this recommendation, and, to the extent that it had not been fulfilled because of a Pennsylvania State Court injunction, the International was directed to make all good efforts to do so. The State Court injunction has since been dissolved and negotiations are being conducted between the Monitors and the International to the end that this recommendation may be complied with.

Order of Recommendation No. 11. The Court ordered General President Hoffa to direct trustee Local 245 in Springfield, Missouri, to permit an audit to be conducted. Upon institution of such audit by Price Waterhouse and Company it was learned that certain essential records were missing. Thereafter, an Interim Report was filed with Judge Letts who ruled that the Monitors may use all necessary discovery powers to ascertain the location of the missing records, determine the responsibility for their disappearance, and report to the Court.

Order of Recommendation No. 12. This Monitor recommendation requested General President Hoffa to order an audit of the books and finances of Local 808 and a leave of absence on the part of John J. McNamara from his offices in Locals 295 and 808 in New York City. General President Hoffa complied with the recommendation by making both requests, which were refused on the local level. The Court held that the General President should exercise his full constitutional power to bring about compliance with the audit recommendation. This audit has not yet been completed, and this matter may be the subject of a report to the Court.

Order of Recommendation No. 14. This concerns the

establishment in the International of recordkeeping of good standing of members of local unions essential to auditing and other fiscal purposes of both the International Union and its local unions. The International was directed by the Court to study the report of Price Waterhouse on this matter and place it on the agenda of the next regular meeting of the General Executive Board, so that it might be discussed by the General Executive Board, the Monitors and the accountants. Meetings have recently been held between Price Waterhouse and the staff of the General Secretary-Treasurer of the International, and the matter is proceeding satisfactorily at this time.

Order of Recommendation No. 16 and Supplemental Order No. 16. These concern primarily an investigation of Seventh Vice President Owen B. Brennan for alleged misuse of funds of the Michigan Conference of Teamsters Welfare Fund. In addition, this Order of Recommendation directed that Price Waterhouse audit the records of the Michigan Conference Welfare Fund for the period in question. The Court ordered that specific steps be taken immediately in order to prepare charges against Vice President Brennan, after a thorough investigation. A hearing is then to be held under prescribed rules. The International must use its full constitutional power to secure compliance with the Order requiring an audit of the records of the Michigan Conference Welfare Fund. A special counsel has been appointed for the preparation of these charges, and procedures have been initiated by Price Waterhouse in preparation for this audit.

Order of Recommendation No. 17. The Monitors recommended that charges be filed against Business Agent Feldman of Local 929 in Philadelphia for various alleged misuses of his office. The International was ordered to continue Mr. Feldman's suspension, investigate charges against him, report on this investigation to the Monitors and conclude hearings on the charges filed against him for expulsion from membership in accordance with the International Constitution. The panel hearing these charges, without deciding the substantive question of Feldman's guilt, recommended that the case be closed, inasmuch as Feldman had voluntarily withdrawn from the union. This matter may be the subject of a report to the Court by the Monitors.

Order of Recommendation No. 18. The Court required that the Monitors should prepare in consultation with counsel for the International, a summary of previous Orders of Recommendation which have been consented to, or approved by the District Court and the Court of Appeals, along with a statement of the course of the Monitorship. This is the report so ordered.

Order of Recommendation No. 19. This recommendation involves the alleged misuse of union funds of Local 515 in Chattanooga, Tennessee, by Glenn W. Smith, President, and H. L. Boling, Secretary-Treasurer, and the alleged expenditure of \$20,000 to "fix" a criminal case involving officers and members of this local. The recommendation called for an audit of the books of Local 515, the suspension of Smith and Boling, investigation by General President Hoffa and filing of charges against Smith and Boling for expulsion under Article XVIII, section 10 of the International Constitution. It was later recommended that General President Hoffa assume original jurisdiction over these charges. The Court of Appeals upheld the District Court's approval of the requirements of this recommendation and ordered that Smith and Boling be suspended at that time, or if already suspended, that the suspension be continued. Price Waterhouse then conducted this audit, and, although reporting no financial impropriety, indicated that there were not sufficient supporting documents to guarantee the completeness of the audit. The hearing on the charges against Smith and Boling has allegedly been completed, but no report has been received from the International Union. The Monitors advised the General President that Smith should be

ruled ineligible to be a candidate for office for the period of his suspension. Smith was nominated at the nomination meeting of the local union. Thereafter, by agreement between the Board of Monitors and the General President, the nomination meeting was cancelled and the election postponed until disposition of the charges against Smith and Boling.

Order of Recommendation No. 20. The Court of Appeals held that, under provisions of the Consent Decree with respect to the drafting of a model code of local union by-laws and the guarantee of the right to "honest advertised elections" and to "fair and uniform qualifications to stand for office," the International Union must discuss with the Monitors the means of securing the adoption by the local unions of rules under which these obligations can be fulfilled. In October, 1959, the International and the Monitors agreed upon rules of election, which the General President sent to all autonomous local unions with a recommendation for their adoption. See the November issue of this magazine for the text of these rules. On the basis of reports received to date, it is not possible to determine how many local unions have adopted these rules. The International has also agreed to a set of temporary rules for use in elections in trustees local unions hereafter released from trusteeship.

Order of Recommendation No. 21. This recommendation attacked the validity of a merger of Local 183 in Fairbanks, Alaska, with Local No. 959 in Anchorage, Alaska, and recommended that the merger be set aside according to a specified time schedule. The Court of Appeals upheld Judge Letts' approval of this recommendation and stated that counsel for all parties and the Monitors should confer in order to agree upon a new remedy for the situation, as the time schedule specified had long since passed. If no agreement is reached, a new order of the District Court may be sought by the plaintiffs or the Monitors.

Order of Recommendation No. 23; eligibility to run for office. The Monitors here recommended that certain members of Local No. 377 of Youngstown, Ohio, be declared eligible to run for office and raised the issue of interpretation of the eligibility requirements under the 1952 and 1957 Constitutions. In this case Local 377 had ruled that members Carelly, Gaw and Sammartino were ineligible to run for office because their employer had failed and delayed in paying their checkoff dues on or before the first of the month. General President Hoffa sustained the decision of Local 377 and, likewise, ruled Carelly, Gaw, and Sammartino ineligible because, being on checkoff, their employer was late in paying their dues on or before the first of the month. The Court of Appeals ruled that these men were eligible.

Constitutional Provisions Concerning Eligibility: In this same case, there was raised the question of the applicability of the 1957 amendment to Article X, section 5(c) of the 1952 constitution concerning eligibility to run for office. The Court of Appeals ruled that the members of the International were not given adequate notice of the effective date of the 1957 amendment so as to enable those members on checkoff who wished to comply with its provisions to do so and that the 1957 amendment was not effective. The Court therefore ruled that "It is our view that no member shall be declared ineligible for office for failure of compliance with this amendment until notice of the effectiveness of the amendment shall have been given to the membership generally in a manner to be agreed upon by the Monitors and counsel for the parties, or, in the absence of such agreement, as is required by the District Court."

Under this ruling of the Court, Article X, Section 5(c) of the 1952 Constitution still governs the eligibility of members to run for office. The Court held, in interpreting this provision, that "where an employer under an agreement with a local union checked off dues of an employee member, the employer was the agent of the union and consequently the member should not be considered delinquent if the employer, through no fault of the member, delayed paying the dues to the union on time, that is, on or before the first day of the month." Therefore, on the sole issue of payment of checked-off dues to the union, all such mem-

bers are eligible to run for office in all forthcoming local union elections.

The Monitors have recently filed an Interim Report asking further clarification on various aspects of eligibility of members on checkoff to run for office and for an interpretation of the applicable provision contained in the election rules agreed upon by the Monitors and the International. This matter, including a request for specific determination of five fact situations arising under these rules, is now pending before United States District Court for the District of Columbia.

Recommendations subsequent to Court of Appeals Judgment and through December 31, 1959.

Since the entry of the judgment of the Court of Appeals discussed above, the following recommendations have been issued by the Monitors:

Recommendation Nos. 55 through 57. These recommendations call for the suspension of Joseph Glimco, Local 777, Harold Gross, Local 320, and Anthony Provenzano, Local 560, and the filing of charges against these men primarily on the basis of evidence before the Senate Select Committee. These recommendations were rejected by General President Hoffa and no further action has been taken to date. Harold Gross subsequently resigned his position as President of Local 320.

Recommendation No. 58 concerned the question of eligibility of a candidate in a recent election in Local 549, Bristol, Tennessee, and sought a new election for the office affected in that local. This recommendation is a portion of the subject matter of the Interim Report filed with the District Court concerning the question of eligibility of members on check off.

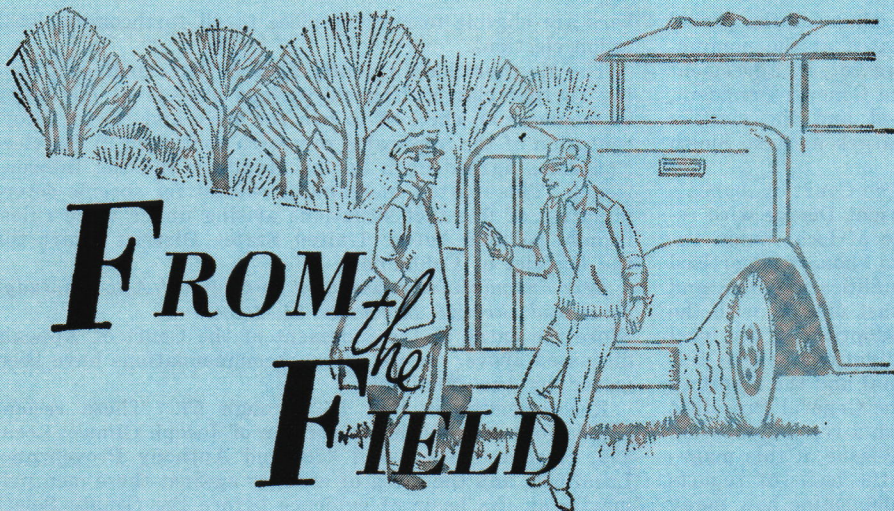
Interim Reports. The Monitors have filed four Interim Reports with the District Court to date. One deals with a request for clarification on the broad subject of eligibility of members on checkoff to run for office; another for the granting of discovery powers to enable the Board to ascertain the location of missing records and the responsibility therefor in Local 245. These have been discussed above. A third Interim Report alleges that certain acts of General President Hoffa in depositing \$500,000 of the funds of Local 299 in a Florida Bank were done in order to obtain a loan to Sun Valley Corporation, and constituted violations of his fiduciary duties under the Decree and indicated a conflict of interest on his part. Discovery powers were granted to the Monitors in this report in order to obtain all necessary facts and report to the District Court. A fourth report raised the question of a possible reprisal against an officer of Local 667 in Memphis, Tennessee. This matter was remanded by the Court to the Monitors for further study.

CONCLUSION

On November 16, 1959, the Supreme Court of the United States rejected the appeal of the International Union, thereby leaving in effect the decision of the Court of Appeals as outlined above. Members should note that on July 13, 1959, Lawrence T. Smith replaced Godfrey P. Schmidt as the plaintiffs' designee on the Board of Monitors.

Individual members who feel that they are being deprived of rights guaranteed them under the International Constitution by officers of their locals or appeal bodies may file a complaint regarding same with the Board of Monitors at the address listed below. Members should note, however, that the jurisdiction of the Monitors does not extend to matters of collective bargaining, employer-employee relations and the processing of grievances. They should also note that procedures before the Board of Monitors are not a substitute for the intra-union remedies provided by the International Constitution.

Martin F. O'Donoghue, Chairman
Board of Monitors
831 Tower Building
Washington 5, D. C.
Daniel B. Maher, Member
1001 Connecticut Avenue, N. W.
Washington 6, D. C.
Lawrence T. Smith, Member
917 15th Street, N. W.
Washington 5, D. C.



FROM *the* FIELD

Teamster Gets Medal 15 Years Too Late

Walter Olawski, a member of Teamster Local 153 in Newark, N. J., was notified by the Department of Defense last month that he earned the Bronze Star, a citation for meritorious service, and six other service medals for his World War II activities in Italy 15 years ago.

"They're kind of late, but it sure is nice," Olawski said. "The only thing that burns me is that I would have got a weekend pass in Rome (if they had been presented) at the time."

Olawski was cited for his heroic service while serving as a sergeant with the 349th Infantry Regiment of the 88th Division.

"I can't actually remember what happened then," he says. "I only know that it was plenty hot."

* * *

Nebraska Teamsters Local Opens Credit Union

Members of Teamsters Local 762 in Omaha, Nebraska, recently formed their own credit union. There are 56 credit unions serving Teamster members throughout the nation.

Credit Unions are financial self-help groups whose members save their money together and make loans to each other at low cost. The Teamsters Local 762 Federal Credit Union is chartered by the Federal Government and deals only with its members, who must share the common bond of association under which the credit was organized.

Regular dividends are paid on savings, and many credit unions also return to borrowers a percentage of

the interest collected, thereby reducing the cost of credit union loans even more. Some 26,000 credit unions serve more than 13,000,000 members throughout the world.

* * *

Boston Mayor To Name Teamster Aide

Boston's Mayor John Collins will appoint Teamster Thomas Healy to his staff as labor advisor, according to the *Boston Traveler*, one of the city's influential newspapers.

Healy has been secretary-treasurer of Local 259 for the past 13 years, and is a former president of the old Boston Central Labor Union.

Mayor Collins defeated John Powers earlier this year. Powers was strongly-supported by Senator John Kennedy, author of the notorious Kennedy-Landrum-Griffin act.

The Teamsters supported Collins in preference to the Kennedy-backed candidate.

* * *

Two Rescues In 12 Years Are His Only Mishaps

Teamster Wayne Simpson has driven truck and trailer over a million miles in the last 12 years, and has had only two accidents.

Simpson is a member of Teamsters Local 203 in Los Angeles, Calif., and is employed as an overline transport driver by the Pabst Brewing Company.

He was honored last month by the California Motor Vehicles Department, the Los Angeles chapter of the National Safety Council and the Pabst Brewing Company.

In each accident, Simpson deliberately endangered his own life. Once

he stopped a runaway truck, and the second time, he purposely struck a heavy truck wheel that had broken loose.

* * *

688 Member Works 61 Years For Employer

A St. Louis Local 688 member may hold the record in the Teamsters' Union for the longest term of employment with a single employer. He is William Sgarlatta, who just recently retired from the Brown Shoe warehouse after 61 years of service.

He was born in Italy 74 years ago and came to the United States at the tender age of 12 months. While going to school, he sold papers and shined shoes. In 1898 he went to work for the Brown Shoe company as a hand-shoemaker. Later he became a shoe machine operator and was a factory instructor for a short time.

With the depression, in 1935, he was employed at the company's warehouse. His wages then were \$15 per week. He began his career at the shoe firm at the age of 13.

* * *

28-Year Veteran Retires Under Pension Program

Teamster Norman Thomas of Hickory, N. C., became the first Teamster member to retire under the Central States, Southeast, and Southwest Areas Pension Fund within the jurisdiction of Carolina Joint Council 9.

Thomas has been employed as a Teamster for over 28 years. For the last 19 years, he has worked for Carolina Freight Carriers Corporation. He is a member of Local 61.

* * *

Hungry Horse Dam Pays Its Own Way

Former President Harry Truman made Montana's Hungry Horse Dam famous in 1952, when he said as he dedicated the dam: "Take a good look because this is the last public power project you'll see, if the Republicans get into office." Truman was closer to the truth than he realized. Recently, Bureau of Reclamation officials announced that Hungry Horse has returned \$16.7 million of the original \$101.7 million investment to the U. S. Treasury. The total investment must be paid over a 50-year period, which puts the project way ahead of its repayment schedule.

Incompatible With Collective Bargaining COMPULSORY ARBITRATION

Compulsory arbitration "could lead to eventual government control of the entire economy," Teamster General President James R. Hoffa declared last month in an exchange of letters with Senator Winston Prouty of Vermont.

"The International Brotherhood of Teamsters is unalterably opposed to compulsory arbitration in any form," Hoffa said. "All of organized labor has taken the same position, and most management spokesmen and students of labor relations are firmly opposed to a system of compulsory arbitration," he added.

Senator Prouty had earlier requested that the Teamsters Union express its opinions on compulsory arbitration for the Senate Labor and Public Welfare Committee, of which Prouty is a member.

Hoffa replied that suggestions for compulsory arbitration legislation appear to crop up whenever a labor dispute arises that appears to cause inconvenience to the public. "Frequent advocacy, however, does not make the suggestion valid or appropriate," he said.

The Teamster President said that he was not saying that "certain disputes do not create a clear danger to the national health, welfare and security, and that means should not be found to solve the problems which arise.

"There are those instances when that could occur, particularly in wartime, and means should be available to cope with such situations. Certain principles, however, should be kept foremost in mind when considering proposals for coping with so-called emergency disputes," he said.

"First is the tenet that free collective bargaining, backed up by the right to strike, is indispensable to our economic system and should be preserved and maintained to the fullest extent.

"Secondly, the threat to the national health, welfare, security—or whatever term is used—should be clear, imminent and critical before any process of government intervention is invoked.

"Third, government intervention should be in the public interest and not in a manner which would favor either side to the dispute."

Hoffa then listed 10 specific reasons why compulsory arbitration is undesirable for the nation (see right).

Ten Objections to Compulsory Arbitration

President Hoffa's letter to Senator Prouty listed these 10 objections to "compulsory arbitration."

- (1) **Would seriously weaken collective bargaining.**

Parties to a dispute would rely on arbitration boards to make awards rather than bargain genuinely and in good faith.

- (2) **Board awards would not be the best solution to the dispute.**

Members of an arbitration board can not know all of the details and conditions of the industries or companies appearing before them; therefore, their awards would not likely be the best ones or as satisfactory as agreements reached directly between the parties under free collective bargaining.

- (3) **Could lead to eventual government control of entire economy.**

Government wage fixing (which compulsory arbitration is) is unworkable without price fixing and without control over wages in other industries, occupations, etc. The government would have no alternative but to expand its controls to include other areas and aspects of the economy.

- (4) **Means involuntary servitude.**

Forcing workers or employers to accept terms which they consider intolerable is incompatible with our concepts of freedom.

- (5) **Would not guarantee continuity of production (the purpose of any proposed dispute settlement procedure).**

Compulsory arbitration would not eliminate or prevent strikes. Experience in other countries has proven that.

- (6) **Arbitration board decisions are difficult to enforce.**

Workers cannot be forced to work against their wishes if they are dissatisfied with a board award.

- (7) **Proper role of government is protective not coercive.**

Government should protect and foster the welfare of the worker by creating an atmosphere for free collective bargaining. Compulsory arbitration is the antithesis of collective bargaining. It is coercive rather than protective.

- (8) **Would encourage litigation.**

Intervention of the courts in industrial relations would be increased. Parties would be encouraged to concentrate on the legal aspects of a dispute rather than on the human relations problems which are ever present in labor disputes.

- (9) **Would become a political "football."**

Management and labor would concentrate on efforts to change the law rather than on collective bargaining.

- (10) **Arbitration is essentially a judicial process while collective bargaining is essentially a legislative process.**

Collective bargaining legislates in that it sets the rules and conditions under which a worker will work and the employer hire. Arbitration 'adjudicates' differences over interpretation and application of existing rules. Compulsory arbitration therefore cannot satisfactorily be called upon to perform the task of collective bargaining. The two are incompatible.

Political Program Will Be Geared To Grass Roots, Hoffa Announces

The closer the new IBT political education program is geared to the grass roots, the stronger and more effective it will be, President James R. Hoffa said last month in a policy statement to the presidents of all Teamster joint councils.

He said that the newly-established Department of Legislation and Political Education will operate as a service agency. "The prime responsibility for carrying out the program should be at the joint council level."

In terms of political education, President Hoffa stated, "an organization at the precinct level must be the cornerstone of effective political action. The manner in which this is accomplished should be left to each joint council for its own determination, since the local leadership will be better acquainted with the problems of getting such a program underway."

"The International will provide each joint council with such assistance as it may require in establishing precinct organization, and planning and executing registration and special get-out-the-vote campaigns."

"The International will implement these drives through the preparation of special campaign kits and mate-

rials, which may be useful in whole or in part, in carrying out the responsibility of a specific campaign," he said. "In any event, it will be necessary for the joint councils to adapt this material to the specific needs peculiar to the circumstances of the local situation."

On the subject of the selection and election of candidates, Hoffa said "the joint council and the General President of the International shall jointly establish procedures for the screening of candidates and the establishment of campaigns in specific Congressional districts. The screening committee of each Joint Council will make recommendations with reference to candidates for Federal office to the General President."

In the area of legislation, Hoffa's policy memo stated that "the International Union will have the responsibility of formulating legislation and appraising the joint councils of the need for grass roots support through 'letter-writing campaigns,' etc., but the responsibility for getting the job done will be with each joint council. The International will cooperate in supplying special services as may be determined and requested by the joint councils."

Plant Official Assaults Teamster

Melton Cotton, assistant plant superintendent for the Yakima, Wash., Frozen Foods Company, was convicted last month for assaulting Teamster official Hershel Andrews with a fork lift truck.

Municipal Judge James Hogan found Cotton guilty, and sentenced him to \$100 fine and 30-days in jail. The sentence was immediately appealed by the Frozen Foods employee's lawyer.

The incident occurred on a Teamster picket line in front of the Frozen Food plant last summer. Andrews, a business agent for Teamsters Local 670, appeared to observe a change in pickets.

Arriving on the scene, he was told by several women pickets that a Frozen Food employee had forced them off the picket line by driving

the fork lift truck up and down the sidewalk.

Andrews told Judge Hogan that he approached the operator of the fork lift truck, and told him that it was against the city laws to drive the truck on the sidewalk.

The operator went into the plant, and returned with the plant superintendent, and Cotton, the assistant superintendent. Cotton then started the lift fork truck and drove it into Andrews, knocking him down and injuring his back. He spent three days in the hospital as a result of the injuries and wore a neck brace for six weeks.

In addition to Cotton being convicted, the Frozen Foods employee first running the fork lift up and down the sidewalks was arrested. He pleaded guilty, and forfeited \$15 for driving the truck on the sidewalk.

Higher Minimum Wage Would Not Hurt Economy

A Cornell University professor last month reported that the Federal minimum wage law can be raised without having any ill effect on the national economy.

Arnold Tolles told the Industrial Relations Research Association that "higher paid workers will not suffer wage reductions as a result of the increases for the lower paid. After a time the higher paid workers will obtain wage increases. . . ."

Congress is presently studying legislation to increase the Federal minimum wage law from \$1.00 per hour to \$1.25 per hour. The opponents of this legislation claim that an increase would have an inflationary effect on the economy.

"One of the important results of an increased minimum wage probably will be an improvement in the efficiency of labor utilization," Tolles said.

"A fixed minimum money wage helps us to prevent recession, like that of 1953-54 or 1957-58, from degenerating into a great depression like that of the 1930's," he added.

"The basic aim of minimum wage laws has been a humanitarian one devoted to raising the wages of the lowest paid workers. But even if they did not raise wages, they would be important as economy stabilizers."

As proof that increasing the minimum wage law would not have a bad effect on the economy, Tolles cited the still-unpublished findings of Cornell researchers who recently conducted surveys of 50 retail food stores in the central section of New York State.

None of the managers of these stores reported an increase in consumer prices as a result of the increased (state) minimum wage. A few of these stores improved their utilization of labor and a few reduced their services to customers. Most of them absorbed most of the cost by a reduction of what would have been profits.

In one survey it was discovered that about 60% of the increased costs were absorbed outright by the employer, and that these employers found a variety of ways to offset the remaining 40%, such as adjustment of employee hours, and laying-off some workers.

REA *founded by* FDR



Rural Electrification Celebrates 25th Birthday; 96% of Rural Areas Receiving Electricity

PRESIDENT Franklin Roosevelt was in the third year of his New Deal. His brain-trusters, as all of his assistants were known, presented him the results of a survey of the number of electrified farms in rural America, revealing that only 10% of the farm homes had electricity. Thereupon FDR by executive order established the Rural Electrification Administration with responsibility to electrify the farm homes in the nation.

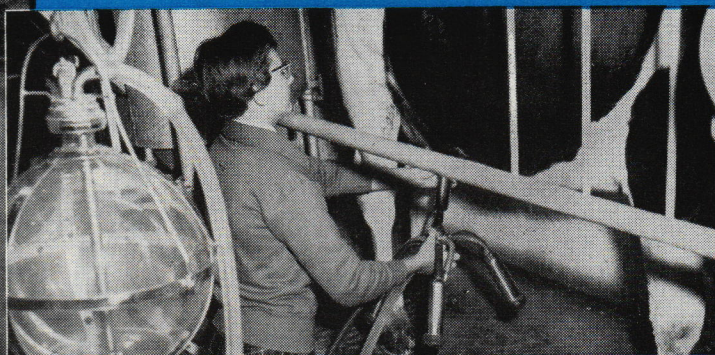
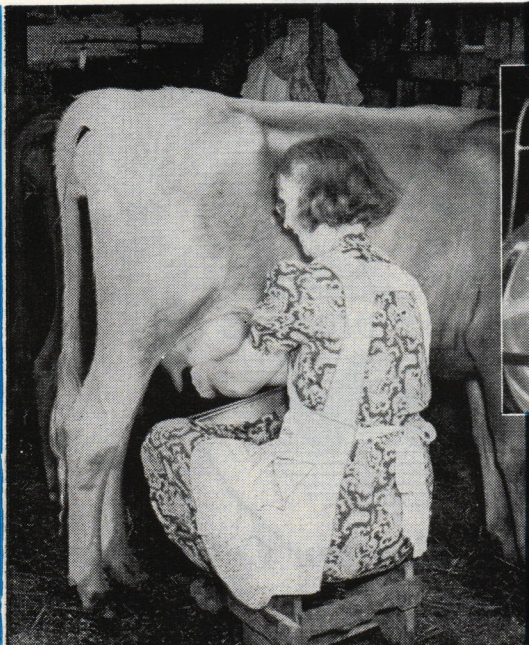
That was 25 years ago—1935 to be exact. Today, as REA celebrates its Silver Anniversary, 97% of all the farms in America enjoy the benefits of modern electric service. The farmers owe it all to their ingenuity and the Rural Electrification Administration, which has financed over 1,000 rural electric distribution systems. From these REA-financed co-ops have come the electric power to make America the greatest agricultural nation the world has ever known.

Rural electrification has meant roughly \$16-billion in jobs for Teamsters and other members of organized labor. Today, as farmers are buying television sets, water heaters, refrigerators, electric motors and other electrical appliances, rural electrification represents additional millions of dollars in jobs for Teamsters and others.

To the farmers of the nation, rural electrification means much more than just jobs for their city brethren. It has changed their lives completely. For the farm women, life is now much more liveable. The back-breaking drudgery that they once faced has been eased, and many of the working hours are now hours of leisure. For the farm men, years have been added to their life expectancy. They can now turn over to electric motors the tasks that they used to have to do with their muscle. A point of fact is that there are over 400 different tasks that electricity can perform on the farm that formerly the farmer did himself.

To city people, electricity on the farm means much more than we realize in terms of good health. For example, a farmer used to milk cows by hand. The milk went into an unsterilized bucket. It was then placed in a cellar or some other cool place until the dairy truck picked it up, and took it to the plant for pasteurization and bottling.

Today, the farmer uses electric milking machines, ster-



before REA... and after

ilized by electric hot water heaters. The milk is placed in electrically sterilized containers, and immediately placed in an electrically refrigerated room. It never touches human hands that might contain any one of a variety of germs.

Electricity on the farm played a prominent role in winning World War II and the Korean War. It is also a

major factor in our national security and defense today. If there is one area where America is unquestionably superior to Russia, it is agriculture, and much of the credit is due to the rural electrification program begun 25 years ago by President Roosevelt and subsequently supported by President Harry Truman and President Dwight Eisenhower.

Much of the success for the rural electrification program can be attributed to Roosevelt. He had the foresight and courage to devise a perfect partnership between the government of the people and the people themselves.

Roosevelt created the REA by executive order, but a year later, Congress realized the wisdom of the program and passed a law making it an agency of the government.

Interestingly enough, the REA bill in Congress was authored by Democrat Sam Rayburn of Texas, now Speaker of the House, and Republican Senator George Norris of Nebraska. This is typical of Republican and Democratic support that the rural electrification program has had over the quarter of a century of its existence. It is also strongly supported by Teamster officials and other segments of organized labor.

REA is empowered to make loans at 2% interest for a period of 25 years. The vast majority of REA borrowers have been groups of farmers who organized themselves into non-profit co-ops. REA, itself, does not own or operate any electric facilities. Rather, it is a bank where money can be borrowed on liberal terms to perform an economic and social function for the nation as a whole. (See typical co-op at left.)

Co-ops are very similar to Teamster Locals. They are voluntary, democratic organizations. They are organized to perform a service for their members. They are not in business to make a profit. Both organizations are owned by the members they serve.

In 25 years, the REA has loaned over \$4 billion to farmers' electric co-ops. Seventy-seven percent of this money has gone to construct electric distribution systems. This type of co-op purchases its power wholesale from either commercial profit power companies or from Federal public power projects like the Tennessee Valley Authority.

Twenty-two percent of the \$4 billion has been loaned to farmers' electric co-ops to construct generation and transmission facilities. This type of co-op is called a G-T co-op, and its membership consists of several of the dis-

A Typical Rural Electric Co-op

The typical REA-financed electric borrower is a co-op, locally-owned and locally managed. It will be 22 years old this year.

At the start of 1960, the average co-op was serving nearly 5,000 meters located in parts of three counties. Some 55% of the meters were located on farms in the service area; the remaining 45% were in non-farm homes, schools and churches and business firms and industries.

Last year, REA's typical borrower took in \$600,000 in revenues, the highest total to date. Each farm consumer on its lines used about 350 kilowatt-hours of electricity a month during 1959. The average for all types of consumers, including businesses, rose to an estimated 433 kilowatt-hours per month.

When the co-op was organized in 1938, only about seven percent of the farm people in the counties it serves had central station electric service. Today 97% of the farmers have it.

The co-op has borrowed a total of \$3.5 million from REA (in several loans) and it has made payment of principal and interest amounting to about \$1.2 million. About \$150,000 of this amount represents payments made ahead of schedule.

Net worth of the co-op at the start of 1960 stood at an estimated \$630,000—up from \$540,000 at the beginning of 1959.

At present, about 125 new homes are being built on co-op lines each year, and many of the homeowners are installing some form of electric space heating.



tribution co-ops, who have decided to join together and build their own supply of electricity.

These REA-financed co-ops have a record of repaying their loans to the government that is nothing short of fantastic. REA Administrator David Hamil has published figures that show the electric co-ops have repaid over \$1.1 billion on their loans. This includes \$628 million repaid on principal, \$375 million repaid in interest and \$146 million paid ahead of schedule. Only one REA borrower was delinquent in repaying its loan.

As REA celebrates its Silver Anniversary, it must look to its future. There are many power people and organizations that say it should be dissolved with "job well done" salute.

REA Administrator Hamil says, "The future of rural electrification can be summarized in three phrases: More people, increased consumption (of electricity) and heavier plant (facilities).

"These trends seem certain to continue for at least 20 more years:"

- More non-farm families will move into rural areas. Many will buy homes in new suburban housing developments. More retired people will buy country homes to escape the high living costs of the city. As highways are steadily improved, more commuters will seek a rural environment for their families. And in many areas, the resort boom will continue.

- More businesses and industries will start operation in rural areas, or move there from towns and cities.

- The number of farms will diminish and families that give up farming will be reclassified as non-farm. Those farms that remain will use more electricity for farm chores.

- Non-farm consumers, as well as farm, will heat more homes with electricity; year-round air conditioning may be as commonplace as refrigeration in 20 years.

- Rural power distributors will have to 'heavy up' existing lines and substations to keep abreast of demand.

"The first goal of the rural electrification program has been all but attained. . . . As REA-borrowers approached their first objective, a second goal began to take shape," according to Hamil:

"To assure the availability of a constantly high quality of service to all rural consumers within a service area in whatever amounts they will use, at the lowest possible cost consistent with sound management of the cooperative."

Co-ops Resist Labor Union

The REA-financed electric co-ops have their own national trade and service organization—the National Rural Electric Cooperative Association. Employees of NRECA are members of Office Employees International Union Local 2. However, NRECA's attitude toward labor is less than satisfactory.

The following is a copy of a press release issued by the OEIU Local in Washington, D. C., last month:

"John Cahill, president of Local 2, OEIU, announced today that negotiations with the National Rural Electric Cooperative Association had reached a complete stalemate.

"The Union intends to file Unfair Labor Practice Charges with the National Labor Relations Board. The Union contract expired on August 31, 1959. Negotiations were postponed at management's request, with a promise of retroactivity. After six months, this contract (which would normally take one week to consummate) remains unsigned. The Association has withdrawn all of its proposals, and has reneged on its agreement to retroactivity.

"Cahill said the Union has a mandate from its members at NRECA to maintain the present bargaining unit as it is at this date. This unit was seriously crippled in the last contract by the exclusion of ten jobs. Management at NRECA now insists on excluding eight additional positions.

"The Union has offered to sign a contract leaving this question open for further study by management and the Union and, failing that, by the NLRB. This offer has been rejected by NRECA.

"The Union has kept its salary demands to a minimum," Cahill said.

"It is the union's contention that the position taken by NRECA speaks for itself. Management at NRECA is clearly attempting to whittle away at the unit established, with the ultimate goal of completely destroying the Union there."

Hoffa's Air Travel Sometimes Hectic

Despite the fear and hysteria that has accompanied the recent news of plane crashes, Teamster President James R. Hoffa's anxious desire to meet with rank and file Teamster members continues without even time for relaxation.

The amazing thing about his travels, relates Larry Steinberg, personal representative to the General President, is that much of it is done by small, chartered planes. Steinberg accompanies Hoffa on these flights.

For example, on Sunday, January 24, Hoffa chartered a small plane in Detroit, then flew to Toledo, Ohio, to pick up Steinberg, and on to a rural airport in Lake Delton, Wisc. (The vast majority of the rank and file meetings are held on Sunday because of the members' working schedule.)

Listen to Steinberg tell the story: "Don McLott, pilot of the plane, had called ahead to see if the air field was satisfactory for a landing. He was assured that it would be.

"However, when we approached the air field, it was covered with snow. Actually, the field consisted of two runways in an erstwhile cow pasture. There were no markers to distinguish pasture from runway.

"Jimmy and I, with our feet in each other's laps, suffered a few moments of anxiety, until we were safely on the ground. Teamster Vice Presidents Gordon Conklin and John O'Brien, who met us, never looked better."

Steinberg related another incident in a chartered, small plane flight from Fort Lauderdale, Fla., to Tampa, Fla., without co-pilot:

"We attempted for several hours to get the services of a co-pilot, but were unsuccessful. Finally, because we were afraid that we would be too late for the meeting, we took off without a co-pilot.

"Jimmy went to sleep, having been on another delayed flight from San Francisco for the previous 18 hours. Halfway during the flight, the pilot was getting dizzy from watching instruments, calling on the radio for our location, and still keeping a hand on the stick.

"I suggested that he let me take the stick momentarily while he got our bearing and necessary instruction. After a hurried lesson in flying, I took the stick.

"The first move I made was to un-

gently grab it, and the plane automatically went into a sharp bank. This awakened Jimmy, and he immediately asked, 'What in hell are you doing there?'

"After receiving assurances that Steinberg was only a temporary co-pilot, Hoffa went back to some well-deserved sleep."

In addition to the hair-raising incidents that occur on chartered, small planes, Steinberg says that there are many heart-warming incidents also.

"We chartered a small plane in Atlanta, Ga. to travel to Memphis and then on to Nashville in Tennessee a couple of weeks ago. Again, Jimmy was to speak to rank and file members. This also involved Sunday work because that is the only time the members can attend meetings.

"When we arrived—one and a half hours late—in Nashville there were about 800 Teamster families still waiting for Jimmy. One little girl, whose father is a Teamster, greeted Jimmy with a sign that read: 'Welcome James R., We Are With You Near or Far,' and it visibly affected him.

"There are also frustrating incidents like that which occurred in Memphis. When we arrived at the meeting hall,

which was community-owned, there were about 20 policemen there, enforcing a city ordinance requiring segregated seating. They were forcing all Negro Teamsters to sit in the balcony.

"Jimmy at first refused to go ahead with his scheduled speech, but did so only after he was convinced that the segregated seating arrangement was the only manner in which the city would allow the meeting to take place.

"On December 6, we were in Elizabeth, N. J., to speak to Esso employees. Then we got on a plane and flew into San Francisco on December 7. After Jimmy made a speech there on December 8, we got on a flight headed for Chicago, enroute to Miami. The flight developed trouble, and turned into Los Angeles.

"From there we picked up a new flight that took us to New York City's Idlewild instead of Chicago. At Idlewild, we got a helicopter, and flew over to the Newark airport. There we got a coach flight to Miami, finally arriving at Miami Beach about 4:00 A. M. All told we were either in flight or on the ground waiting for a flight for approximately 84 hours with only a few catnaps of sleep."



Bobbie Ann Ward, a Teamster's daughter, welcomes General President Hoffa in Nashville with huge sign. Buddy Cook, a Teamster's son, holds another sign. At Buddy's right is Larry Steinberg, personal representative of the General President.

Union Proposed for Professional Athletes

Jack Kearns, veteran fight manager, announced last month that he would attempt to organize an International Federation of Professional Sports, and has requested the assistance of the International Brotherhood of Teamsters.

Teamster General President James R. Hoffa is in 100% agreement with Kearns. "I'm all for it," Hoffa said. "We'll go with him right down the line."

Kearns is the former manager of world heavyweight champion Jack Dempsey, and currently is the manager of world light-heavyweight champion Archie Moore.

Now he is working on getting his organization plans underway, and Kearns says that is where the Teamsters come into the picture. "The Teamsters," he said, "have the organization setup which would help us."

The Teamsters could help Kearns. Chicago Cubs slugger Ernie Banks is a former Teamster organizer, and Arnie Weinmeister, all-time, all pro tackle, is an IBT public relations man.

Kearns has mimeographed the aims of his proposed organization, and mailed them to many prominent figures in sports, religion and politics.

The purpose of the union will be "to promote public interest in professional sports and to enhance the terms and conditions of employment of athletes and other worker participants through the media of normal labor negotiations," he said.

"I am satisfied that professional athletes can enjoy the security and dignity which they deserve only by associating themselves with a trade union.

The old fight manager said that his proposed organization has a potential membership of over 1,000,000. All but 50,000 are involved in the so-called major sports such as baseball and football. The remainder are engaged in so-called minor sports.

Kearns said, "Look at the 50,000 head and assistant coaches. They are always getting fired, and they have no recourse. In golf alone there are 600,000 potential members, including caddies, pros and grounds-keepers. Some of them must rely on tips for a livelihood," he said.



Strikers at Cedar Rapids, Iowa, plant of Wilson and Co. give razzberry to car passing through the main gate. Strike has been in progress since last November.

'Union for Strikebreakers' Being Used Against Packinghouse Workers Union

A new anti-labor gimmick—a union for strike-breakers—is complicating any settlement of the United Packinghouse Workers marathon strike against Wilson and Co., the nation's third largest meat packer.

Approximately 5,500 UPWA members have been on strike against seven Wilson plants in six states since November 3. The strike was called after several days of lockout which followed the workers' refusal to sign "yellow dog" contracts demanded by Wilson management.

Contract talks were broken off by the company recently when it challenged the majority of UPWA among its workers. Wilson said it was recognizing the representation claims of the National Brotherhood of Packinghouse Workers.

The NBPW never had any membership in Wilson plants prior to mid-December. In fact, it had no membership in any plants of any major meat packer except Swift and Co. and was generally recognized throughout the labor movement as "Swift's company union."

Don Mahon, NBPW president, is the only employee of Swift's Des Moines plant who is not a member of UPWA. Mahon and his associates moved into the Wilson strike situation and have now filed representation petitions at all Wilson plants represented by UPWA.

Since only a handful of Packinghouse Workers have returned to work, it is obvious that signatures on the petitions have come from the strike-breakers hired by Wilson. There is

considerable evidence that Wilson has given NBPW organizers a free hand in their plants.

Wilson negotiators refused to discuss strike settlement terms with UPWA until a contract had been signed. Once, however, the NBPW petitions had been filed, the company refused to talk about a contract and would only discuss a strike settlement arrangement.

Their proposal was that the union send its members back to work without a contract and the company would find employment for all but about 2,000 to 2,400 strikers whom they said had been permanently replaced or who had been guilty of "unlawful or unprotected acts" during the strike.

UPWA President Ralph Helstein termed the company's suggestion "insulting and fantastic." No self-respecting union, he said, would accept the company's terms and added that the proposal made it clear that the company's intent all along was to destroy the union.

Violence has erupted several times during the strike. In Albert Lea, Minn., following two days of picket line violence, Gov. Orville L. Freeman ordered out the National Guard. The troops' first action was to close the struck plant and order the strike-breakers away. A federal court later reversed the governor and the plant was reopened.

UPWA is waging a highly effective "Don't Buy Wilson" campaign across the nation.

Connecticut Driver Wins Heroism Award

Frank DeLucia, a 20-year Teamster veteran, was named to receive the American trucking industry's highest heroism award last month for his daring rescue of a woman from a flaming automobile entangled in high tension power wires.

DeLucia is a member of Teamsters Local 443 in New Haven, Conn., and drives for the Adley Express Company. He will receive the American Trucking Association's "Pro Meritis" medal for his heroism.

Governor Abe Ribicoff of Connecticut will honor DeLucia for ATA, and in behalf of the people of the state. It is the third time that DeLucia has been honored for heroism. The other occasions were in 1947 and 1948.

DeLucia is being honored for the courage he displayed on Oct. 11, 1958, when he spotted a car which had crashed into a power utility pole in Stratford, Conn. The pole had broken, dropping high tension wires which trapped the driver and set the car afire.

Despite the extreme danger of being electrocuted, the veteran truck driver secured a stick of wood and used it to remove the live wires from the car. Then he helped the injured woman, Anna Celone of Milford, Conn., from the blazing vehicle, and covered her with his coat to prevent shock.

After calling the Stratford police for an ambulance, DeLucia returned to the scene of the accident and put out the fire with the extinguisher which is standard equipment on all for-hire trucks.

In a letter written to Adley Express, Mrs. Celone, who suffered three fractured ribs and a cut knee in the accident, said that if Mr. DeLucia hadn't helped her, she "would probably have been electrocuted."

DeLucia, who has been driving trucks since he was 16 years old, has an impressive safety record. He has driven an estimated 700,000 miles in the last 14 years without a single chargeable accident. He is based at the company's terminal in Orange, Conn., and drives his tractor trailer between New Haven and Washington, D. C.

Selection of DeLucia as winner of



Teamster DeLucia

a Pro Meritis medal was made by a committee composed of Norman Damon, vice president of Automotive Safety Foundation; Arthur C. Butler, director of the National Highway Users' Conference; and Ernest G. Cox, chief of the Section of Motor Carrier Safety, Interstate Commerce Commission.

DeLucia was named Driver of the Year three times by the Motor Transport Association of Connecticut, in 1958 for saving Mrs. Celone's life and in 1947 and 1948. The American Trucking Associations gave him special mention in its 1948 Driver of the Year contest.

To win these awards, DeLucia performed three separate acts of courtesy and safety in one month in 1947 and five acts in a single month in 1948. His deeds included removing an automobile from a garage threatened by fire, and towing a stalled car carrying an ill eight-year-old girl to a doctor.

DeLucia's sense of civic responsibility on the highway was demonstrated by his actions when he encountered a drunken driver who was weaving his car across all four lanes of a highway near Langhorne, Pa., on Aug. 19, 1950.

He lit a flare and held it out the window of his cab to warn unsuspecting motorists behind him of the danger. He then followed the car until it struck an oncoming tractor trailer truck. Due to his efforts, the driver and the occupants of the car were held at the scene until the state police arrived. Later it was discovered that the car had been stolen.

Wives Win Steel Strike, U. S. Congressman Says

The wives of the 500,000 Steelworkers were given credit for winning the steel strike last month, despite the many bouquets thrown to Vice President Richard Nixon and Secretary of Labor James Mitchell.

Representative Elmer Holland of Pennsylvania told House members, "The wives of those steelworkers—like the wives of the mineworkers of former years—stood by their husbands, encouraged them, recognized the need for united action in order to maintain job security in the mills, and managed to feed and clothe their families for the duration of the strike. These women cooperated 100% with their husbands in the struggle for principles."

"Let no one be mistaken," he added, "the dues-paying members of the United Steelworkers of America, with their wives and families and their faith in their Union leadership . . . these are the ones who settled the steel strike."

Teamster Will Attend President's Conference

President Eisenhower has invited Henry G. Butler, Secretary-Treasurer of Teamsters Local 730, to attend the President's Conference on Occupational Safety, to be held in Washington, D. C., March 1-3.

The Conference will bring together in the Nation's Capital more than 3,000 leaders from American industry, labor, agriculture, Federal, State and local Governments, insurance, education, health, and private safety organizations from all parts of the country.

Their purpose is to devise and then apply voluntary, cooperative means for reducing the 13,300 deaths and nearly 2 million disabling injuries occurring annually because of on-the-job accidents.

Geared to the period of rapid technological and social change upon which experts agree the country is launched, delegates to the Conference will examine problems arising out of new and intensified safety and health hazards throughout the U. S. economy. This effort is summarized in the Conference theme: "The Challenge of Safety in a Changing World."

ABA President Defends Use of 5th Amendment

A person who invokes the Fifth Amendment "is not confessing his guilt, nor is it proper to conclude that he is guilty," John D. Randall, president of the American Bar Association, declared recently in an address before the Philadelphia Bar Association.

Randall warned his fellow lawyers that they must defend the inviolability of the Fifth Amendment, protecting a person from being a "witness against himself," and that "we must explain the Fifth Amendment to those who might become impatient with or draw erroneous conclusions from its use."

He said that "it is elementary law that the Fifth Amendment may be invoked where a truthful answer would merely tend to incriminate the witness; it is not necessary that the answer would tend to establish his guilt."

The ABA president said that conclusions of guilt often are due "in large part to the fact that the general public does not realize the extent to which the doctrine of 'waiver' has been extended. Sometimes a response to an apparently simple and harmless question may constitute a waiver of privilege and permit the investigating authority to interrogate at length. Often it is necessary for the lawyer to advise his client to invoke the privilege at the earliest possible moment."

Randall said the "influence of the mass media" makes the question of the Fifth Amendment "all the more important today." Today, he pointed out, "the American public is presented the spectacle of individuals called before investigating agencies, examined on material which may or



John D. Randall

may not be hearsay, on records which may or may not be admissible in a court of law, and asked incriminating questions based on this material.

"The national audience, which has not been schooled in the rules of evidence, and does not have access to the entire file, catches a glimpse of the witness on the television screen or reads a brief note in the newspaper that 'today John Doe hid behind the Fifth Amendment rather than testify fully.'"

"We must reduce the climate of misunderstanding which often surrounds an individual's decision to invoke the Fifth Amendment. Invoking the privilege in the quiet atmosphere of the courtroom is one thing, but being forced to invoke it 200 times during an afternoon over a national television network is quite another," Randall asserted.

In a defense of attorneys who are sometimes criticized for taking "unpopular cases," Randall reminded the bar association gathering that "if it is possible for some of us to devote much of our time to other fields of law, it is only because some of our fellow lawyers have consented to make what is often a personal sacrifice to defend these unpopular causes. They are discharging the obligation for the entire profession.

"While they are involved in the difficult task of asserting to the crowd that the Constitution does not limit its protection to those who have the approbation of the community, we must stand ready to support them."

Randall also warned that the uncommitted nations of the world are avidly watching America's practice of human liberty. "Is it not that element of dignity, that right to walk upright as free men, which is the most attractive feature of our civilization as far as the younger nations are concerned?" he asked.

If we misuse the Fifth Amendment, Randall said, "heaping abuse on those who use it as a refuge, and scorn on those lawyers who advise their clients to use it, we are denying our humanistic heritage. We are saying that man can be driven to the wall, that his personality really counts for nothing if it stands in the way of the state.

"But, if we preserve this privilege, it will be a powerful example to the new nations of the world that the dignity for which they search is to be found not through the building of heavy industry but through the designing of stout defenses for personal liberties."

Voters Picket Landrum As Anti-Labor Congressman

Representative Philip Landrum of Georgia, co-author of the anti-labor Kennedy-Landrum-Griffin act, was picketed in Blue Ridge, Ga., last month by over 500 constituents—all members of labor unions.

Landrum, in town to make a speech before the local Kiwanis Club, was met by signs and placards stating "Kennedy-Landrum-Griffin Unfair to Labor" and "We Laboring Men Will Check Mr. Landrum Off on Election Day."

The Chattanooga *Daily Times* reported that "When Landrum and his wife arrived, accompanied by Mayor Herman Spence, the union members displayed the signs and placards, and vocally expressed their sentiments about his bill, which they consider punitive legislation.

"Many of them jeered loudly," said the *Times*.

"Landrum made an effort to joke with the men, but they saw no humor in the situation. He tried to shake

hands with one placard-carrying worker, but the proffered hand was ignored."

The anti-labor Kiwanians were "under considerable strain and tension because of the demonstration, and were visibly relieved when the crowd dispersed." It was reported.

The *Times* quoted Glenn Wimberley, president of a Chemical Workers Local, as saying, "We think we are proving to Landrum by our behavior that we are not a bunch of hoodlums."



Let's Stop Talking About Highway Hypnosis!

NOT TOO LONG ago, I spoke before a group of teamsters and their families on the subject of "highway hypnosis."

In order to point up the part that suggestion is playing in inducing sleep on the highways, I asked the entire audience to participate in an experiment. Each was asked to sit up in his chair and imagine that he was sitting behind the wheel of his truck or private car.

I then began slowly: "You're sitting at a wheel driving along the highway at a constant rate of speed. You hear the purring of the engine and the hum of your tires. Along the left side there is a white line going past you, and along your right side is the edge of the road also going by. Occasionally a car comes along from the opposite direction and whizzes by. The sounds are monotonous. The lines continue going on and on and on . . ."

I continued this for several minutes, and then . . .

"As you're listening to the hum of the tires and watching the road ahead, you begin to get tired. You begin to get sleepy. You're getting very tired, very sleep. Your eyes want to close. It is very hard to keep them open. If you find you can't keep them open any longer, you may let them close. . . ."

As I talked, I could see eyes closing and heads dropping down to

This article was written by Edwin L. Baron, director of the Hypnotism Institute of Chicago. It is reprinted from "Traffic Safety."

chests. When I had been talking about 10 minutes, nearly half the audience was asleep.

As a speaker, I should have been outraged to think that I had put half my audience to sleep. But as a teacher of hypnotism, I was delighted—and also alarmed—for I had dramatized the kind of thing that some safety people are doing on an astronomical scale.

In other words, these safety people, by pre-conditioning the minds of the public, are actually condemning drivers to injury and death!

A little knowledge is a dangerous thing. Safety people usually do a good job in their own field, but I question their advice on hypnosis and their understanding of hypnosis. By setting themselves up as authorities on hypnosis they are causing more accidents and possible deaths than they realize—primarily because this condition they call "highway hypnosis" is not hypnosis. It is pure mental and physical fatigue. Because they are referring to it as "highway hypnosis" they are planting the suggestion in people's minds that they will become hypnotized when driving for a long period of time.

Many people who are highly susceptible unconsciously accept the suggestion and so become hypnotized.

To illustrate, one of my students, a highly susceptible hypnotic subject reported that whenever she drove on the highway she became tremendously sleepy and had to pull off the road. This happened after short trips almost without exception. In talking to her, I learned that she had done a lot of reading about highway safety and hypnotics and was indoctrinated with the idea that highway driving induces hypnosis. I finally convinced her that she was being hypnotized by these stories—that when she accepted the belief that she *would* be hypnotized, she was *actually becoming hypnotized while driving*.

Understanding what was now taking place and suggesting to herself that she would never again be hypnotized while driving, she succeeded in avoiding sleepiness while driving, even on long trips.

There are several fundamental concepts in hypnosis of which the safety people who promote the term "highway hypnosis" are apparently unaware. First, *hypnosis must be accompanied by suggestion*, and secondly, *once a person is hypnotized, he becomes hypnotized more easily each succeeding time*, especially when the same technique is applied. So let us analyze "highway hypnosis" in terms of these two concepts.

To begin with, it is being constantly suggested to the driver that he will be hypnotized by continued monotonous driving — listening to the hum of the engine and the noise of the tire, watching a white line on the left, and the edge of the road on the right, eyes fixed on the road ahead, hands in a fairly fixed place, body always in a position that offers very little movement.

Through constant repetition, this idea takes hold subconsciously. A driver who has been subjected to such propaganda will experience the reactions he has been conditioned to expect. After he has been on the road a while he will begin to get sleepy or he may begin to have hallucinations.

I believe the driver who has never read any advice on highway driving nor heard the expression "highway hypnosis," will be able to drive for a longer period of time before beginning to feel fatigued. He will not subconsciously think himself into fatigue.

The second factor is the conditioning and the subsequent easier inductions of hypnosis each succeeding time it is tried. When a person has been driving for a period of time and begins to feel sleepy, he may fight it or he may pull over to the side of the road to nap. As a rule if he naps he will feel alert and very much refreshed soon after awakening. He can then resume driving and continue for quite a long period of time without any further fatigue.

If, however, he is truly hypnotized, subjecting himself to the same conditions that originally brought on his fatigue will cause him to become sleepy again in a much shorter period of time than before. Perhaps within a few minutes he will again be fatigued and sleepy and may have to pull off the road to take another nap. This will continue over and over again—and each time his period of alertness will be of shorter duration.

There are also reports of drivers having hallucinations—seeing imaginary obstacles such as buildings, trees, animals, curves in the road. This, too, has been attributed to the condition called "highway hypnosis." Here, too, I must disagree.

I feel certain that the reader has upon occasion dozed off for a few moments sitting in his chair or lying down and that he has dreamed that he is awakening and seeing certain things or people. This is probably what is taking place when there is physical and mental fatigue. The driver

with his eyes open has actually dozed and dreamed, the dream taking the form of the obstacles he imagines he sees. In order for this to be hypnosis, the dream and the things he sees would have to be suggested to him. *As the suggestion is not present, this could not be hypnosis.*

Every authority on hypnosis recognizes the relationship of association to hypnosis. Some even define hypnosis as "suggestion." I do not accept the fact that hypnosis is suggestion, but I am aware of the close association of these two and the necessity of *suggestion to induce hypnosis* which subsequently causes an even greater ability to accept further suggestion.

Safety people, in permitting the expression and the concept of highway hypnosis to grow unrestrained *have pre-conditioned many drivers to accept the idea that they are going to be hypnotized while driving, and the subconscious mind, holding this suggestion, actually carries it out.* It will never be known how many people have been hypnotized by safety people nor how many people have been involved in accidents, nor how many people have been injured or killed.

What can the safety people do about this?

First, stop using the expression "highway hypnosis." It's catchy, I'll admit, but this is the type of catchiness that breeds disaster. Call it "highway fatigue" or "highway sleepiness," which is exactly what it is. The same effects can be pointed out and attributed to this highway fatigue or sleepiness as are now being attributed to hypnosis.

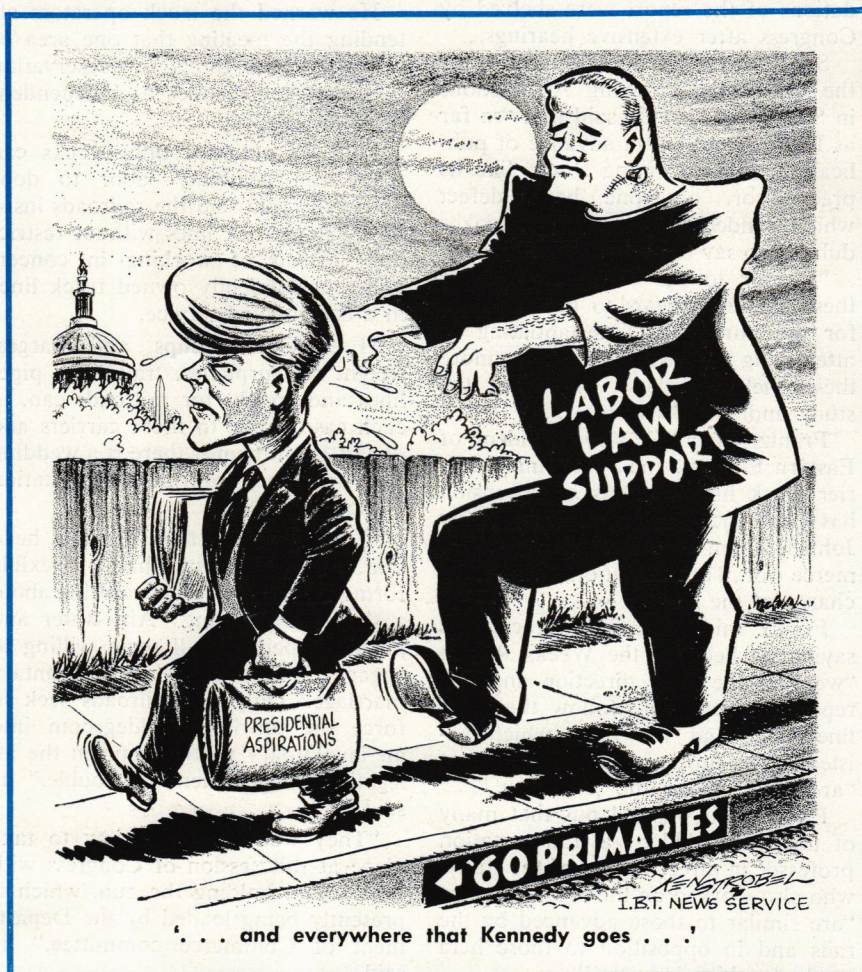
However, if drivers recognize this as pure fatigue it will be easier for them to accept the fact without the ensuing dangers.

Second, continue to urge people to pull off the highway for a brief rest when they feel sleepy or tired.

Third, continue to offer helpful suggestions on combating fatigue. Here are some.

Try to shift the line of vision to things on either side, as well as on the road.

Stop at occasional intervals—either every hour or about every 100 miles maximum—for a rest, to stretch the legs and to get refreshments. Tiredness can often be induced by having too little in the stomach as well as having too much.



ATA Head Warns New Study Will Be Biased Against Trucking

The president of the American Trucking Associations predicted last month that the soon-to-be-released Commerce Department transportation study will follow the lines of the anti-trucking report issued by former Secretary of Commerce Sinclair Weeks in 1955.

Welby Frantz, ATA president, based his prediction on the statements made by officials involved in drafting the new report. Indications are, he said, the new report will be "a repeat performance" of the so-called Weeks Report "with some changes in the script and the cast."

The 1955 Weeks Report was considered to discriminate against the trucking industry in favor of the railroads. It was written by a committee of President Eisenhower's cabinet members at the request of the railroad industry. The major recommendations of the report were shelved by Congress after extensive hearings.

Speaking to a banquet meeting of the California Trucking Associations in San Diego, Frantz said that "so far as I can determine in advance of publication, this upcoming study, like its predecessor, has one basic defect which renders any finding it makes dubious to say the least.

"I refer to the fact that each of these studies appears to be organized for the purpose of substantiating or attempting to substantiate one or more theses held by those who want the study and those who make it."

Frantz, executive vice president of Eastern Express, Inc., a common carrier truck line, said his apprehension has been increased by statements by John J. Allen, Undersecretary of Commerce for Transportation, who is in charge of the study.

Frantz said Allen is on record as saying he believed the Weeks Report "went in the right direction and this report will probably follow the same line" and that the facts which existed at the time of the Weeks Report "are bound to be the same now."

Frantz also pointed out that many of the views held by a transportation professor in direct charge of the study, who also worked on the Weeks Report "are similar to those advanced by the rails and in opposition to those held by the trucking industry."



Welby Frantz

He warned the truck operators attending the meeting that one area of concern is the threat to preservation of the various modes as independent forms of transport.

Pointing out that only trucks can offer true flexibility—door to door service, Frantz said the railroads insist on owning truck lines without restriction instead of working in concert with independently owned truck lines in a coordinated service.

"Freight for ships and barges, freight for airplanes, traffic for pipelines and freight for railroads can, in each case, come to those carriers and depart from them if there is a wedding with one other form of transportation—motor trucks.

"Up to now," the trucking head said, "only one of these inflexible forms of transport seeks to bring about a shot gun wedding. Air, water and pipeline operators all seem willing to engage in courtship and voluntary marriage. Only the railroads seek to force the unwilling bridegroom into an involuntary partnership, on the allegation he got them in trouble," he said.

"They want the ceremony to take place at this session of Congress with Uncle Sam holding the gun, which is presently being loaded by the Department of Commerce committee," he said.

Safety Council Driving Tips

Six quick tips from the National Safety Council on how to be a better winter driver:

1. Winterize not only your car, but your driving technique and your attitude, as well. Normal speeds often are too fast for winter conditions. When weather's bad, slow down.

2. Have good tires—preferably snow tires—and for more severe conditions, use reinforced tire chains.

3. Keep windshield and windows clear, and wiper blades, heater and defroster in proper operating condition.

4. Get the feel of the road as soon as you start out (but away from hazards or other cars). By cautiously trying your brakes or gently pressing your accelerator, you can learn how slippery the road surface is. Then adjust your speed accordingly.

5. Keep well back of the vehicle ahead to give yourself plenty of room for an emergency stop. Following too closely is doubly dangerous on winter roads.

6. Pump your brakes to stop quickly on icy roads. Jamming on the brakes will throw the car into an uncontrollable skid. The trick is to slow the car by rapid and intermittent brake applications and at the same time maintain rolling traction that gives steering control.

"There's nothing much you can do about winter weather—except be prepared for it," the National Safety Council said. "Snow and ice, combined with early darkness, frequent snowstorms and spattered windshields, help cause the high auto death and injury toll in the winter."

The Council cited these revealing facts:

1. In 1 out of 6 fatal auto accidents, the weather is rainy, foggy or snowy.

2. In 1 out of 4 fatal auto accidents, the road is wet, snowy, icy or muddy.

3. In fatal auto accidents in which the driver's vision is obstructed, rain, snow and sleet on the car windshield crop up in 2 out of 5 instances.

"Seat belts, a must whenever you drive," the Council said, "are especially valuable in winter."

McNamara Confused, Office Worker Finds

Thelma O'Dell, president of Local 10 of the United Office and Professional Workers, found out last month that Senator Pat McNamara of Michigan, along with many other members of Congress, didn't know what they were voting for when they voted for the Kennedy-Landrum-Griffin bill.

In early December, Thelma received her "simplified" 16-page form from the Department of Labor that all local union officials must complete for the Secretary of Labor's files.

Thinking that since McNamara voted for the K-L-G anti-labor legislation, requiring the "simplified" form, Thelma got her Senator on the phone, and invited him to her office.

McNamara was receptive, but was curious that Thelma didn't say what she wanted on the telephone. So he asked what she wanted.

"Senator Pat," said Thelma, "I need your help in filling out these complicated Labor Department forms."

"What the hell, Thelma," said Senator Pat, "I don't know anything about them."

"Senator," said Thelma, "are you telling me you can't help me; that you don't know anything about these forms? You voted for the law."

"Those forms," replied McNamara, "were drafted by the Secretary of Labor's staff, not Congress. I suggest you get a lawyer."

"Have you got an interest in a law firm, Senator?" asked Thelma.

"Hell no," retorted McNamara.

"Well," said Thelma, "I think we have a right to expect help from persons like you who voted for the law."

"I'm sorry, Thelma, I can't help you," McNamara said helplessly.

"If that's your attitude, I suppose you would have no objection to my quoting you."

"No objection whatsoever," said McNamara. "Go ahead."

Lewis Commended

Robert Lewis, secretary-treasurer of Teamsters Brewery Workers Local 6, St. Louis, was commended last month by General President James R. Hoffa for his work in helping to win the big organizing victory at the Budweiser brewery in Tampa, Fla.

The *Teamster* inadvertently omitted Lewis' name from a list of those who aided in the campaign.

Federal Agents Using Electronics Eavesdropping Devices, Senator Says

Federal agents are rapidly becoming armed with secret, gestapo-like wire recorders that can be concealed under the coat, and record entire conversations with unsuspecting citizens.

Senator Thomas Hennings of Missouri made the disclosure last month after conducting an investigation of present-day use of wire-tapping and electronic eavesdropping by Federal agents.

He reported that the Federal government purchased 17 Minifon wire records since July. This, added to the \$141,136 that the government has spent on Minifons in the previous three years, means that there are approximately 600 of the electronic eavesdroppers in possession of Federal agents.

The Minifon is a German-made, small, concealable wire recorder. It weighs only 28 ounces, and is capable of recording for four hours.

An investigator demonstrated it to Hennings' committee, wearing the recorder under the coat and under the arm holster. The microphone is attached to a neck-tie clip, or disguised as a wrist watch.

Hennings said his committee "is interested in reaching a better understanding of the present-day use of

wiretapping, and electronic eavesdropping devices, by whom and for what purposes these devices were purchased.

"As our study progresses, we expect to be in a much better position to determine whether we should recommend further restrictive legislation, permissive laws, or that no further statutes be enacted concerning either wiretapping or electronic listening devices and secret recording equipment."

The following organizations purchased 17 Minifons since July:

- Internal Revenue Service
Washington, D. C. (1)
- U. S. Naval Security Station
Washington, D. C. (1)
- National Institutes of Health
Bethesda, Md. (2)
- Ft. Holabird
Baltimore, Md. (7)
- District Director
Internal Revenue Service
Cleveland, Ohio (1)
- Signal Supply Officer
Decatur, Ill. (3)
- V. A. Hospital
Phoenix, Ariz. (1)
- Diamond Ord. Fuse Labs.
Washington, D. C. (1)

Local 727 Drivers Honored



Four drivers for the Continental Air Transport Company in Chicago were honored recently by the National Safety Council. The drivers, all members of Teamsters Local 727, were presented Safe Driving Awards for Professional Skill. From left to right are: Grant Olson, Bill Barton, John Brown, Edward Lenert, Roy Hallier, chief driver, and Felix Krock, manager of operations for Continental.

Yardstick Proposed for Measuring Charity Fund Campaign Appeals

Working people throughout the year are asked to contribute to many drives and campaigns. The question many of them often ask is:

"How can I choose which ones to help?"

The American Heart Association, which will conduct its annual fund appeal in February, proposes a yardstick by which working people can measure the value of a health appeal. It suggests they ask themselves the following questions:

How widespread is the health problem for which funds are needed?

How seriously does it affect the welfare of the community?

Does the cause have medical support?

Does the program give top priority to research?

Does it educate the public and benefit the community?

What progress has been made?

How does the 1960 Heart Fund appeal stack up when measured against this yardstick? Here's the Heart Association's answer:

Importance of the Problem: Heart and blood vessel diseases take almost 900,000 American lives each year—more than all other causes combined. It is the greatest single threat to the lives of men between the ages of 45 and 65. More than 10,000,000 adults and children are afflicted.

Medical Support: The Heart Association is a partnership of physicians and laymen. Its medical policies are guided by medical and scientific experts.

Research Support: The Heart Association allocates a larger share of its funds for research than any other major voluntary health agency. More than 50% of the funds received by its National Office go into research. The more than \$40,000,000 already spent for research has armed medical science with new knowledge in the diagnosis, prevention and treatment of heart diseases.

Education: Information is made available to the public through many channels including booklets, pamphlets and motion pictures. Scientific meetings and professional journals make available to physicians the latest research knowledge to help the hearts of their patients.

Community Service: Through community heart programs, the American Heart Association helps rehabilitate workers who have had heart attacks and makes it possible for many to return to work, often to their old jobs. It also encourages rheumatic fever prevention programs to save the hearts of children.

Progress: Research supported by the American Heart Association is helping save thousands of lives that would have been lost 10 years ago. Because of improved treatment, most heart attack patients recover. Rheumatic fever and rheumatic heart disease can now be prevented in most cases. High blood pressure can now be controlled and heart failure can now be treated effectively.

"On the basis of these facts," says the American Heart Association, "we believe the Heart Fund is an essential health appeal."

The Heart Fund campaign will be held during February throughout the nation.

* * *

Farmers love their subsidies and in many instances they are warranted. However, they hate to fill out the government forms to get the subsidies. Texan D. C. Prince, a heavily subsidized cotton merchant, complains that "it takes an even dozen forms to move a bale of cotton to market." COMMENT: He should have to live with the Kennedy-Landrum-Griffin law and without subsidies.

1960 Busy Year For Negotiators

The Department of Labor announced late last month that approximately 50% of all major collective bargaining agreements will expire in 1960.

The greatest number of expiring contracts will be negotiated in the second quarter (April, May and June) of 1960, according to an article in the Department's *Monthly Labor Review*.

The major bargaining agreements to be renegotiated include these industries: Men's clothing (May), aircraft (April-June), communications (May-August), electrical products (October), and possibly coal some time during the year.

Bargaining is still going on in the steel and railroad industries, and they very well may carry over into the first quarter of 1960.

Teamsters contracts in the transportation industry do not expire until 1961. However, there will be strategy meetings of Teamster officials during 1960. Other major contracts expiring in 1960 will include maritime, automobile, and machinery.

Altogether, over 120 contracts, covering 5,000 or more workers each, expire in 1960. Almost 60 additional agreements permit reopening on general wage changes.

Half of these have specific reopening dates; in the other half, reopening is tied to changes in the Consumer Price Index or to other significant economic changes, the *Monthly Labor Review* stated.



The first two members to retire in Local 114 at Cincinnati, Ohio, are shown here receiving their first pension checks. At left Emil Isler, president of Local 114, presents check to Dick Costello, while Bob Rubin, secretary-treasurer of the local, at the right, wishes Leo Backscheider many years of happy retirement.

Higher the Income, Lower Tax Rate

High income taxpayers pay lower Federal income tax rates than lower income taxpayers, a John Hopkins University economist has told the House Ways and Means Committee.

Richard Musgrove, Johns Hopkins political economist, testified that only the taxpayers in the \$5,000 to \$20,000 a year income bracket pay close to the full tax rates specified by the Internal Revenue code.

In comparison, taxpayers in both the lower and higher income groups pay much lower rates than those prescribed in the tax laws. These groups evade taxes through the many loopholes that have riddled the Internal Revenue code.

Musgrove made his study specifically for the Ways and Means Committee which is conducting long range hearings preparatory to extensive tax law revisions.

The House of Representatives is charged by the Constitution with the initial authority to make tax laws and appropriate tax monies. The House Ways and Means and Appropriations Committees handle these two functions.

They have their counterparts in the Senate Finance and Appropriations Committees, but the initial action must come from the House.

Musgrove's study clearly indicates that the so-called "steep progression" in tax rates—from 20% to 91%—has become a myth as a result of the many loopholes.

Here are some of Musgrove's conclusions:

—Taxpayers with incomes of approximately \$1,000,000 each year pay only 26% of the taxes they should pay, evading 74% of what they should pay through the many loopholes.

—Taxpayers in the \$15,000 to \$25,000 bracket pay 53% of what they should pay.

—Taxpayers in the \$10,000 to \$15,000 bracket pay 62% of what they should pay.

—Taxpayers in the \$5,000 to \$10,000 bracket pay 66% of what they should pay.

—Taxpayers in the \$600 to \$2,500 bracket pay 24% of what they should pay.

'No Confidence' in Commissioner

New York policeman John J. Cassese charged last month that the city policemen "have no confidence in and no respect whatsoever for New York Police Commissioner Stephen Kennedy."

Cassese is the president of the Patrolmen's Benevolent Association, and a veteran on the police force. His statements were prompted by some anti-labor remarks by Kennedy, who is anti-PBA and anti-labor, and particularly anti-Teamster.

Kennedy has opposed a dues check-off system for the PBA as being pro-labor. This is similar to employers intent on union-busting. The courts have ruled that the check-off system is legal, and Kennedy is bitter.

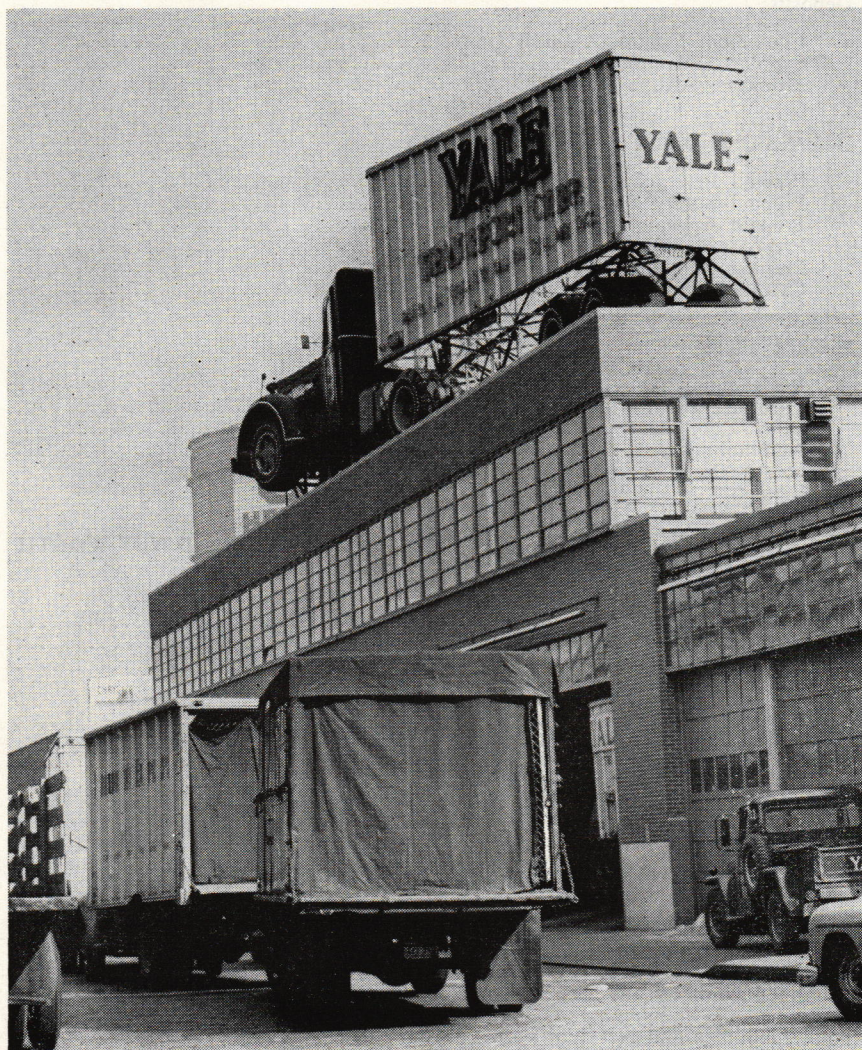
Kennedy also snubbed Cassese at a Christmas party for police reporters.

According to the New York News, "Kennedy was walking around the room, glad-handing one and all. He had his hand stuck out, Cassese, too, but looked up and noted who it was."

"Kennedy then withdrew the hand, and his happy smile vanished. He turned his back and went on to the next man."

Cassese declared that Kennedy's anti-labor attitude has reduced "morale of the police department to its lowest ebb in history." New York is plagued with an over-abundance of crime—juvenile and adult.

"A good police commissioner," said Cassese, "can do his duty and still have the respect and confidence of the men, but the men have no confidence in and no respect whatsoever for this man."



SKYWAY HIGHWAY? No, it's not a parking problem either. It is a mock-up tractor trailer perched atop a truck freight office in New York City.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND ITS SUBSIDIARY—TEAMSTER NATIONAL HEADQUARTERS BLDG. CORP. CONSOLIDATED BALANCE SHEET

As at December 31, 1959

ASSETS

Cash:

On Deposit	\$911,185.77	
In Transit	7,607.36	
Office Fund	500.00	\$ 919,293.13

Accounts Receivable:

Advances—Affiliated and Allied Organizations	188,837.95	
Advances for Bookkeeping Machines	91,136.78	
Monitors Revolving Fund	5,000.00	
Others	620.07	
Travel Advances	1,241.89	286,836.69

Inventories—Cost:

Local Union Supplies and Equipment	115,100.39
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Investments:

Securities—Maturity Value (Note 1)	32,141,974.32	
Accrued Interest Thereon	245,187.07	32,387,161.39

Deposits:

Equipment Contracts, Local Union	88,347.49	
Supplies and Others	9,204.20	
Monitors, Airline Deposit	425.00	97,976.69

Deferred Charges to Future Operations:

Prepaid Insurance	19,135.23	
Prepaid Surety Bond	286,724.19	
Prepaid Appeals Bond	89.44	
Prepaid Postage	943.22	
Prepaid Building Operation Costs	172.71	
Cafeteria Stock Inventory—Lower—Cost or Market	662.23	307,727.02

Fixed Assets:

Real Estate	5,021,360.88	
Furniture and Furnishings	284,685.79	
Office Equipment	18,396.66	
Automobiles	10,431.00	5,334,874.33

Total Assets:

\$39,448,969.64

LIABILITIES AND NET WORTH

Accounts Payable:

Trade Creditors	\$ 266,673.23	
Employees Income Tax Withheld	21,172.85	
Escrow Funds	5,352.07	\$ 293,198.15

Accruals:

Salaries and Expenses	99,221.85	
Taxes—Social Security	2,576.66	101,798.51

Deferred Income:

Discount on Mortgages, First Trusts and U.S. Treasury Bills	635,709.74
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Net Worth:

Balance, January 1, 1959	38,141,233.68	
Add:		
Net Income for the Year Ended December 31, 1959	277,029.56	38,418,263.24

Total Liabilities and Net Worth

\$39,448,969.64

Above Balance Sheet is subject to contested legal fees of \$210,000.00.

Note 1: \$450,000.00 pledged as collateral for Supersedeas Appeal Bonds.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

STATEMENT OF INCOME EXPENSES

For the Year Ended December 31, 1959

Operating Income:			
Fees			
Per Capita	\$6,982,339.70		
Initiation	750,742.40		
Organizational	315.00		
Other Income		\$7,733,397.10	
Sale of Supplies	129,835.03		
Defunct Local Union Funds	65.45		
Refunds, Claims and Overpayments	261.25		
		130,161.73	
Total Operating Income			7,863,558.83
Deduct:			
Operating Expenses:			
Per Capita Assessments	28,905.73		
Donations to Subordinate Organizations	1,797,746.50		
Organizing Campaign Expenses	1,683,848.04		
Supplies Purchased for Resale	65,734.78		
Magazine "International Teamster"	890,397.23		
Legislative Expense	185,363.15		
Legal Fees and Expense	438,949.05		
Retirement and Family Protection Plan	655,161.87		
Monitors Fees and Expenses	250,075.69		
Donations to Allied Organizations	10,100.00		
Appeals and Hearings	15,838.50		
Anti-Racketeering Committee	54,186.08		
Officers, Organizers and Auditors, Salaries	720,091.20		
Officers, Organizers and Auditors, Expenses	435,409.07		
Staff Salaries	224,992.71		
Staff Expenses	16,554.74		
Printing and Stationery	7,839.25		
Postage	14,659.27		
Conventions and Delegates Expenses	2,715.67		
Telephone and Telegraph	47,664.72		
Express and Cartage	8,426.45		
Office Supplies and Expense	23,822.69		
Office Furniture and Equipment Repairs	3,084.91		
Auditing Expense	2,270.00		
Bonds and Insurance	14,403.30		
National Headquarters Building:			
Custody	8,565.14		
Maintenance Supplies and Service	122,171.05		
Supervision and General Expenses	10,332.00		
Cafeteria and Kitchen	44,155.14		
Depreciation, Building	97,694.00		
Insurance, Building	4,620.17		
Taxes, Real Estate	57,222.72		
General Executive Board Authorization	91,173.60		
Donations to Public Causes	3,440.00		
New York Office	13,268.99		
San Francisco Office	9,257.17		
Dallas Office	4,783.60		
Minneapolis Office	17,191.89		
Public Relations	177,743.20		
Taxes, Personal Property and Others	11,244.25		
Taxes, Social Security	28,347.05		
Departmental and Divisional Expenses	420,880.86		
Moving Expenses	3,318.80		
Auto Repair and Maintenance	4,795.95		
Depreciation—Furniture and Equipment	62,893.15		
Health and Welfare Insurance	13,712.46		
		8,805,051.79	
Net Deficit from Operations			(941,492.96)
Deduct:			
Financial Income			
Income:			
Interest on Investments	\$1,299,656.51		
Discount Income	37,240.51		
Prepayment Penalties	5,411.59		
Expenses:		1,342,308.61	
Investment Expense	314.75		
Service Charges	109,125.02		
Interest Expense	11,851.88		
		121,291.65	
Net Financial Income			1,221,016.96
Total Operational and Financial Income			279,524.00
Deduct:			
Other Expense			2,494.44
Net Income for the year ended December 31, 1959			277,029.56

() Denotes Deficit.

January 25, 1960

International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Gentlemen:

We have examined the consolidated balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA
AND ITS SUBSIDIARY, TEAMSTERS' NATIONAL
HEADQUARTERS BUILDING CORPORATION

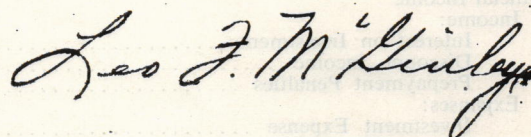
as at December 31, 1959 and the related statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests as we considered necessary in the circumstances.

In our opinion the accompanying consolidated balance sheet and statement of income and expense present fairly the financial position of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

as at December 31, 1959 and the results of its operations for the year then ended.

Respectfully submitted,
MCGINLEY AND MCGINLEY,



Certified Public Accountant.

WHAT'S NEW?

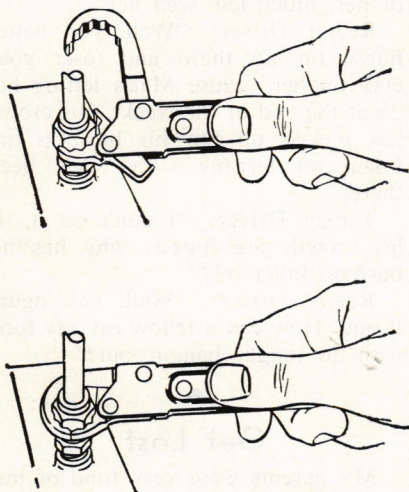
Analyze Spark Plugs While Engine Runs

The condition of spark plugs can be analyzed while the engine is still running by employing a new analyzer from a Michigan manufacturer. There is no need to remove the plugs to check them. Operating from the vehicle's battery and employing just four connections—at the two battery terminals, the distributor center tower and any spark plug lead, the device has a screen that shows if the plugs are in good order, lead fouled, oil fouled or if there is gap erosion. The price is \$44.95.

Pre-Application of Sealer Prevents Leaks

Seams, roof corners, riveted areas and floors can be effectively sealed by use of a material that can be applied during body assembly to prevent leaks caused later by body twisting and wracking. For repairing water and air leaks that already exist, the application is available in kit form from its Delaware distributor.

Ratchet Wrench for Close Quarters Work



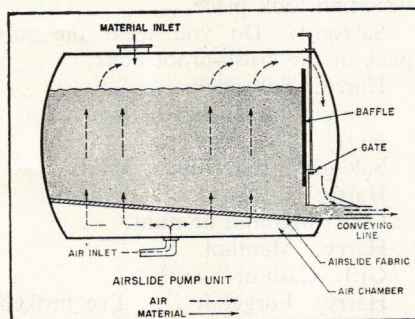
Close quarters are no problem with this new-style torque wrench for fuel and air brake lines. Put the jaws of the ratchet wrench over the side of the nut, lift the handle and it snaps

shut. To open move the handle forward and down with slight pressure.

Door Lock Suitable For Truck Doors

While holding the door securely closed, a new door lock suitable for reefer and dry freight truck body doors affords sufficient leverage to break a frost seal when opening. This door lock is adaptable for both single and double doors.

Foolproof System of Pneumatic Unloading



Here is something new in pneumatic unloading systems. Air from a single source supplies pressure for unloading, feeding and conveying. Material enters through hatches in top of tank and moves by conveyors in bottom toward discharge line. The air, supplied by blower, enters the lower chamber of the conveyors and moves up through permeable membranes that form the chamber tops. Material is forced down the conveyor slope to the opening. A gate controls discharge rate. Material-to-air ratios can be regulated to permit operating pressures below 15 psi.

Stop Accumulation of Snow with Heaters

Snow accumulation can be effectively prevented by installation of a new line of infra-red gas heaters which are equipped to burn natural, LP, mixed or manufactured gas. The heaters can be installed over doorways, in loading docks or in various locations in your work areas.

Non-Corroding Gladhand From Michigan Distributor

Positive resistance to corroding is claimed for a new lightweight gladhand which features a new ramp-type lock which connects with all standard couplings. Two more attractive features, according to the distributor, are

that the gladhand will not freeze to the hand and that it has no sharp edges.

Wide Adaptability of Small Universal Joint

In only a 6-inch swing diameter a new universal joint gives 39,000 in. lb. of torque. The new key-type yoke makes assembly and maintenance easier. Designed for use on medium trucks and off-highway equipment and on small crawlers and front-end loaders of 1 to 1½ yards capacity, the joint can be made up as a complete drive line or can be used in close coupled drives.

License Holder Keeps Records Dry, Dust-free

A Pennsylvania firm is marketing a license holder designed to keep the driver's records dry and dust-free. Featuring an enameled aluminum housing 6 inches wide and 2 inches high, the holder also has a clear cover that snaps on and a spring clip that securely holds the papers.

New Oil Purifier Fits All Engines

Engine oil is cleaned faster than dirt can accumulate after installation of a new battery-powered centrifugal type purifier that also removes water from oil and eliminates acid formation. Easily installed, the unit fits all types and sizes of engines.

Features of Easily Portable Space Heater

Operating on LP gas, a newly-introduced portable space heater is said to be well suited for pre-heating truck engines, thawing out frozen materials and equipment and warming unheated maintenance shops. Weighing only 45 pounds and thus easily portable, the stow heater produces 200,000 Btu's of heat and features a built-in circulating fan that moves 2,000 cu. ft. of air a minute.

Log, Manifest Box Attaches to Body

A new log and manifest box is designed to keep bills and other paper work with the trailer where they belong. Attached to the side of the body, the box is widely adaptable and can also be used as a first aid kit or a tool box. All aluminum and easily installed, the box measures 12 x 14 x 3 inches.



LAUGH LOAD

Considerate

Two New York City sharpies won \$60,000 shooting dice at the Sands Hotel in Las Vegas. (That'll be the day.) Anyway, they won all this money and were exulted.

Said the first, "Let's go back to New York, Bill."

Bill: "O.K., how do you wanna go?"

Fred: "Let's take a cab."

So they called a cab, and Fred said, "You get in first, Bill. I'm getting off at 79th Street."

Too Old

A customer had complained about the pastry. "I was making pastry before you were born," replied the indignant cook.

"Maybe," replied the customer, "but why sell it now?"

Witty Wag

The operator was about to close the doors of the crowded elevator when a tipsy gentleman pushed his way in. As the car started up he tried to turn around to face the door, but was wedged in so tightly he couldn't move.

The other passengers stared into his bloodshot eyes with growing embarrassment. Finally, when the general strain became unbearable, the tipsy man cleared his throat and said: "I eckspect you people are all wonderin' why I called thish meetin'?" Well, first thing, our westbound freight is terrible outta balance. . . ."

Woozy

"How's the wife, George?"

"Not so well, old boy. She's just had quinsy."

"Gosh! How many is that you have now?"

Federal Case

The other day a friend of mine named Harry walked into a cigar store and said to the salesgirl, "I'd like to buy a carton of cigarettes."

The salesgirl smiled, said, "There are so many brands. Which one would you like?"

My friend, Harry, thought for a moment, then mentioned a particular brand, whereupon the following conversation took place.

Salesgirl: Do you want the soft pack or the crush-proof box?

Harry: Soft-pack.

Salesgirl: King-size or regular?

Harry: King-size.

Salesgirl: Filter-tip or plain?

Harry: Filter-tip.

Girl: Menthol or mint?

Harry: Menthol.

Girl: Cash or carry?

Harry: Forget it . . . I've broken the habit.

Speaking of Golf

Magellan went around the world in 1521 . . . which isn't so many strokes when you consider the distance.

Not So Hard

Traffic rate clerk: "My girlfriend is a twin."

OS&D clerk: "She is? How can you tell them apart?"

Traffic rate clerk: "Her brother is built differently."

Tall Story

The old prospector was talking to his visitors from the East.

"There I was," he said, "the grizzly bear down in the canyon behind a tree. The only way I could hit him was to ricochet a bullet off this high canyon wall on my right. Well, I had gauged my windage, calculated the lead of the barrel and the rate of twist, the hardness of the bullet and the angle of yaw it would have after being smacked out of shape against that canyon wall, and I judged my chances were 60-40 that I would get my bear."

There was a long silence.

Then one of his listeners asked rather timidly: "Did you hit him?"

"Nope," spat out the old man. "I missed the wall."

The Cure

"Doctor," said the pretty nurse, "every time I take a patient's pulse it gets faster. What shall I do?"

"Blindfold him!"

Her Income

"And upon what income do you propose to support my daughter?"

"Five thousand a year."

"Oh, I see. Then with her private income of \$5,000 a—"

"I've counted that in."

Waste of Time

Reporter: "Tell me, Pop, to what do you attribute your longevity?"

Retired Truck Driver: "Well, it's thisaway, sonny. I never waste no energy resisting temptation."

Long Pause

Sergeant—Private Jones?

Voice—Absent.

Sergeant—Quiet! Let Jones answer for himself.

Handicap

Reefer Driver: "Boy, oh boy, oh boy, is she some doll?"

Tanker Driver: "Come down out of the clouds, Daddyo, and tell us who you're talkin' about."

Reefer Driver: "Where you been so long? You mean you haven't seen that dazzling new blonde waitress up at Mac's Diner?"

Tanker Driver: "Naw, never heard of her, much less seen her."

Reefer Driver: "Well, you better hurry on up there and feast your eyes on her, 'cause Mac's letting her go at the end of the week. His crowd has picked up but his business has fallen off terribly since she's been there."

Tanker Driver: "I don't get it. If his crowds are bigger, why has his business fallen off?"

Reefer Driver: "Well, you figure it out. How can a fellow eat any food with his tongue hangin' out?"

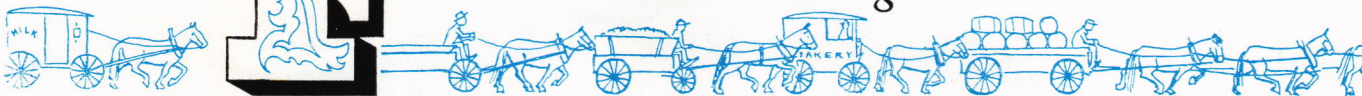
Get Lost

My parents were very fond of me.

Lots of times when I came home from school, I'd find all the doors to the house closed tightly. I'd ring and ring, and finally my folks would slip out notes saying, "Go away, no one is home."

FIFTY YEARS AGO

in Our Magazine



(From Teamsters' Magazine, February, 1910)

A Helping Hand

ADMITTEDLY, prices were much lower in 1910 than they are today but wages of workers were disproportionately lower and in many cases would not even buy the bare necessities. Consequently many workers were underfed and underclothed, as were their families.

As the labor movement caught hold and started to move across the country bringing shorter hours and more pay to thousands and thousands of American workmen, their economic position gradually improved.

An idea of the wages and other compensation our members were receiving 50 years ago, still pitifully small by today's standards but better than most unorganized teamsters were then receiving, can be seen in the following financial report sent in by a Chicago local union.

"Working conditions and wages have been materially advanced and general satisfaction prevails among the member-



ship as to present existing conditions. Demands have recently been made upon the south and west park commissioners requesting an increase from \$70 to \$75 per month and ten days' vacation annually with no reduction for sickness (which is now and has been the rule). We have every reason to feel these concessions will ultimately be granted.

"The brothers of Lincoln park, through organized effort, recently received a substantial increase in wages, their monthly compensation now being raised from \$72.50 to \$78 per month.

"The hired teams employed by the various park boards receive \$5 per day

of eight hours' work with time and a half for overtime.

"The wages of the city sprinklers remaining loyal to the organization was raised from \$15 to \$17 per week with no docking. Yours fraternally, George W. Briggs, General Auditor."

From the Horse's Mouth

(The bits and pieces of information below helped to fill out the back cover of our 1910 issue. The first item was of particular interest to us because it shows that organized labor was having as much trouble with the steel trust then as it is today. Management's attitude doesn't seem to have mellowed much in 50 years, does it.)

A DETERMINED effort is to be made by the American Federation of Labor to bring the United States Steel Trust to a realization of the fact that it cannot disrupt the labor movement of the country. Already AFL President Gompers and others have called the attention of the government to the fact that this monstrous corporation is deliberately violating the laws of the country every day in the year.

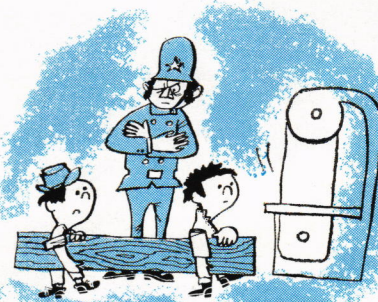
The recent balls of Locals 25 and 259 of Boston were complete successes. The organizations and the committees have good reason to be proud of the efforts put forth to make the occasions a grand success.

Organizers Farrell and Eddy are in Cleveland, Ohio, conducting an organizing campaign and we expect in the near future to have a substantial organization in that city. Those two organizers have always made good wherever they went, and we feel as though they are now in the right place.

One hundred members of the Milk Wagon Drivers' Union in New York City were locked out on January 13 because they refused to give up their membership in the labor movement. They are still out, but negotiations are pending, and we hope for a speedy settlement.

Important changes have been made in the new child labor law which went into

effect in New York on October 1, and affects dangerous employment greatly. The law prohibits the employment of children under sixteen years old in the



operation of circular saws, planers, pickers, printing presses or such like dangerous machinery. Girls under the age of sixteen shall not be employed in a capacity which compels them to remain standing constantly.

None for the Road

AN EDITORIAL in the February, 1910, TEAMSTER called the membership's attention to an article that appeared in the previous month's issue concerning the efforts of some employers to make teetotalers out of their employees.

The editorial cautions our readers that this article in no way reflects the feelings of the IBT on the matter. The article was a paid advertisement sent to our offices by the National Brewers' Association in the form of a magazine article.

"We desire to say, for the first time, that we are not in sympathy with the National Brewers' Association, neither do we think that liquor is a good thing for the teamster or chauffeur of this country.

"Very true, a man may take a drink or two and continue to be a man, but if he can do without it he is a much better man and he is not so liable to meet with an accident during work.

"We want our members to understand that we are not trying to force anything on them, other than to offer a little advice in their interest. They can use their own judgment in matters of this kind," the editorial concluded.



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417